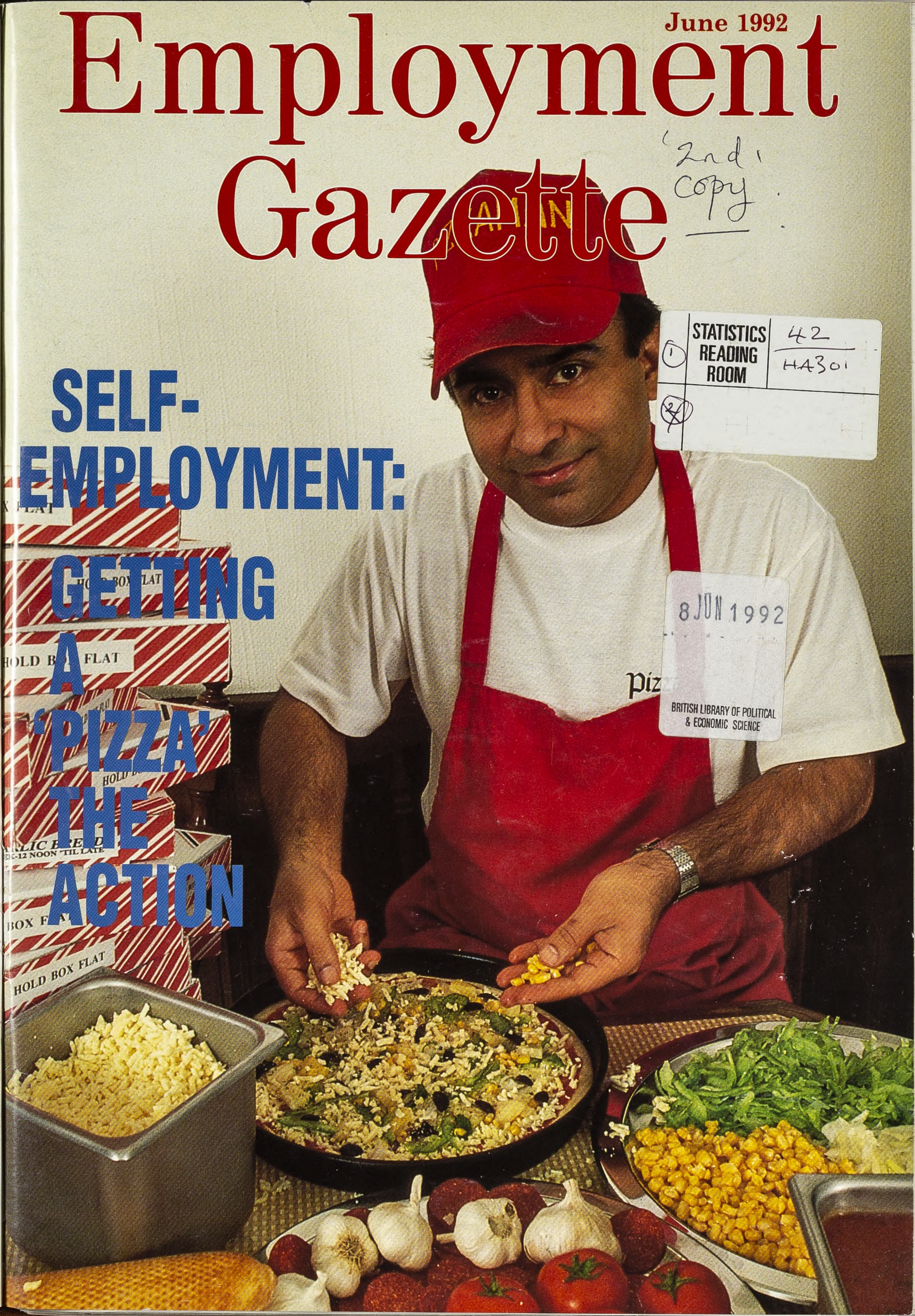
June 1992

Employment Gazette

SELF-EMPLOYMENT: GETTING A 'PIZZA' THE ACTION



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COVER PICTURE

With help from the Enterprise Allowance Scheme Roy Daswani has set up his own business, the *Pizza Man* parlour in North London. See 'Self-employment: into the 1990s', page 269.

Photo: Stuart Goldstein/Eyecatchers

June 1992

Childcare task for new Women's Group

MORE CHILDCARE facilities for working women with school-age children is the priority for a new working group set up by Employment Secretary Gillian Shephard.

The 12-member Working Group on Women's Issues, personally appointed by Mrs Shephard, has been selected to "bring fresh ideas" to women's issues and to raise their public profile.

First task for the Group will be to advise on the most effective way of encouraging new facilities for after-school and holiday childcare through the TECs. "This is where the gap is: school holidays burst upon working women with the horror of a nightmare unless they they can make arrangements," said Mrs Shephard. "It seems to me that this is a very practical step forward, based on what what women need now."

The group will report on what provision is already being made, such as the 400 'Kids Clubs' networks in place around the country, and advise on which schemes work best. Schemes supported by TECs will differ from area to area, but school premises are likely to be involved. New facilities should start appearing "soon after this summer", Mrs Shephard said.

Another task will be to encourage the appointment of more women to public bodies in the regions, so ensuring that more enter public life in roles such as magistrates, school governors and health authority trust members.

The group will also look at whether education and training provision reflects women's needs and what TECs are doing to make sure that it does. Two recent publications from the Employment Department, *The Best of Both Worlds* and *Equal Opportunities: Ten-Point Plan for Employers*, should serve as a springboard for further action, said Mrs Shephard. "What we want is to enable and facilitate good progress, and we don't want to dictate rigid action. It's influencing attitudes across the board that is going to achieve in this area."

Mrs Shephard will also chair a new Cabinet sub-committee on women's issues, which will replace an existing Ministerial Group and draw together key departments to institute action across Government as a whole.

The Women's National Commission, an advisory body made up of women's organisations throughout the UK, will continue to act as a channel to ensure that women's views are given due weight in Government. Government co-chair of the Commission will be Baroness Denton, Under Secretary of State at the Department of Trade and Industry.

'It seems to me that this is a very practical step forward, based on what women need now'

Gillian Shephard
Secretary of State

Mrs Shephard said she expected many more women to join national public bodies this year, following the publication of targets by Government Departments for the proportion of women appointed to the bodies for which they had responsibility. She described as 'pathetic' the fact that women at present account for only one in five of the membership of these bodies.

● *The Best of Both Worlds* and *Equal Opportunities: 10 Point Plan for Employers* are both available free from Employment Department, ISCO 5, The Paddock, Frizinghall, Bradford BD9 4HD. Quote reference PL922 for the *10 Point Plan*.

WOMEN'S ISSUES WORKING GROUP: *membership*

LADY ELSPETH HOWE
Chair of Business in the Community's Women's Economic Development Team.

JOANNA FOSTER
Chair of the Equal Opportunities Commission.

SUE SLIPMAN
Director, Council for One Parent Families.

BARONESS JEAN DENTON
Parliamentary Under-Secretary of State, Department of Trade and Industry; Government Co-chair, Women's National Commission.

SUE RORSTAD
Chairman and managing director, Poppies UK Ltd (a franchise cleaning company).

PETER DAVIS
Chief executive and chairman, Reed International PLC.

SHIELA FORBES
Group personnel director, Storehouse PLC.

KAY COLEMAN
Chief executive of Harvey's and Co (Clothing) Ltd.

GRAHAM MILLAR
Managing director, Nestle Rowntree.

DR SUSAN MCRAE
Senior fellow, Policy Studies Institute.

SIR BRYAN NICHOLSON
Chairman and chief executive, the Post Office.

MARGARET SEYMOUR
Runs her own business: Seymour Swimming Pool Engineers.

Decision delayed on 48-hour working week limit

BRITAIN HAS won a delay in a decision on proposals to limit the length of the working week across the EC to a maximum of 48 hours.

UK Employment Secretary Gillian Shephard said the proposed Working Time Directive, which also lays down minimum holidays and rest breaks, would impose 'crippling costs' on employers and hit the pay packets of about 2.5 million employees.

A Council of EC Social Affairs ministers on April 30 agreed to postpone a decision at least until its next meeting at the end of June.

Employment Department officials put the initial cost to Britain's employers of introducing the directive at some £5 billion. This includes the cost of hiring extra staff to cover the 'lost' hours, and assumes that the wages of staff whose hours are cut to 48 hours will not necessarily be reduced 'pro rata'.

Mrs Shephard said Britain would only accept 48 hours in the text of the Directive if solutions to its major objections - including the lack of flexibility -- were found. She proposed that the 48-hour limit should apply only if a risk assessment showed that working longer hours would endanger the health of employees.

Britain, like Ireland and Denmark, has few restrictions on working hours and generally leaves it to employers and staff to decide the matter themselves. Some 2.5 employees, including many construction and postal workers, security guards, hotel and catering staff, agricultural workers and maintenance staff, regularly work overtime which takes them beyond the proposed 48-hour limit. The Council meeting also agreed that a proposal in the Directive to make Sunday the weekly day of rest was not intended to be obligatory on member states.

"Now that a vote has been postponed I believe that the Presidency and the Council can look for sensible ways of making progress," said Mrs Shephard. "I made it absolutely clear today that I will not compromise UK interests, but at the same time I stand ready to consider and discuss alternative suggestions."

The Working Time directive has been put forward under the health and safety provisions of the Treaty of Rome, which require only qualified majority voting in the Council of Social Affairs Ministers to be approved. It was first tabled by the European Commission in July 1990.

What the Directive *says*

- Maximum working week across the Community to be 48 hours, including overtime, averaged out over a period of three months.
- Certain industries exempted, including transport and the merchant marine.
- All workers entitled to a minimum of four week's paid holiday each year.
- Minimum daily rest period of 11 hours; weekly break of 35 hours.
- Certain restrictions on night work.

Trade Union Consolidation Bill

A CONSOLIDATION Bill which would draw together much existing employment legislation has been introduced in the House of Lords by the Lord Chancellor.

The Trade Union and Labour Relations (Consolidation) Bill 1992 would bring together existing legislation about:

- the legal status of trade unions;
- the rights of trade union members (including rights to vote in the election of union leaders, and protection against unjustifiable discipline by their union);
- organising, or taking part in, industrial action or picketing activities;
- protection for employees and workers against closed shop practices;
- collective bargaining;
- procedure for handling redundancies; and the constitution and powers of ACAS and other industrial relations institutions.

The Bill, like any other consolidation measure, would make no substantive change to the effect of the present law on these matters.

Consolidation Bills affecting English statute law are drafted at the Law Commission, and are introduced in the House of Lords by the Lord Chancellor as the Minister with responsibility for the Law Commission.

When the Bill has completed its Parliamentary passage, and its provisions are brought into effect, seven statutes will be repealed in full: Trade Union Act 1913; Industrial Courts Act 1919; Trade Disputes and Trade Unions Act 1946; Trade Union (Amalgamations, etc) Act 1964; Trade Union and Labour Relations Act 1974; Trade Union and Labour Relations (Amendment) Act 1976; Trade Union Act 1984.

In addition, the industrial relations and trade union provisions of the Employment Act 1988 will be repealed, along with much of the Employment Acts 1980, 1982 and 1990 (and the Conspiracy and Protection of Property Act 1875). The remaining provisions of these statutes are outside the scope of the consolidation - for example the provisions of the 1988 Act which relate to employment and training.

- Copies of the *Trade Union and Labour Relations (Consolidation) Bill 1992* are available from HMSO, price £15.45.

Shephard spells out stance on EC

BRITAIN WILL work for an EC social policy which benefits individuals, keeps Europe competitive, and helps job creation when it takes over the presidency of the Community in July, says Employment Secretary Gillian Shephard.

But member states must be left free to decide on issues best dealt with at national level, she told employers at a CBI conference.

"A Europe of twelve diverse nation states is not open to the imposition of uniform standards and borrowed policy solutions. Social policy in Europe must tackle issues which are properly those for the Community at that level, thus leaving maximum scope for individuals and their national governments to determine other matters in the way best suited to their own wishes and circumstances.

"These were the principles for which John Major fought so successfully at Maastricht. Europe must hold fast to those guiding principles," she said.

Two times a winner

National Training Awards

TWO NEW Special Awards to reward and promote successful workplace training for women and people from ethnic minorities have been announced by Employment Secretary Gillian Shephard.

Launching the 1992 National Training Awards (NTA) last month, Mrs Shephard said: "I am delighted to mark the sixth year of this scheme by inaugurating two Special Awards to recognise the training achievements of women and people from ethnic minorities.

"We must overcome the prejudices and attitudes that have traditionally impeded the advancement and undervalued the role of women at work.

"I welcome the challenge that my new Cabinet responsibility for women's issues will bring, as we strive to achieve equal opportunities for women at work.

"It is also vital to ensure that we develop the skills which will allow us to make the best use of the talents of people from the ethnic minorities.

"People are the key to Britain's future economic success and investing in people makes sound economic sense. This has been clearly demonstrated by past NTA winners."

The Employment Secretary welcomed the special Health and Safety Award, launched in March by the Health and Safety Commission to mark the European Year of Health and Safety. She also announced that the Awards had been expanded to cover the Channel Islands and the Isle of Man.

The annual National Training Awards recognise and reward exceptionally effective investment in training and personal development, providing examples of good practice. Last year NTA attracted a record 1784 entries with 82 corporate awards and 17 individual winners.

Present for the launch were three previous NTA winners, including a representative of British Gas Southern, which won a 1991 Patron's Award for a training programme to help women to more senior positions within the company.

As well as the HSC Award, there are two sponsored Awards for 1992: *The Times* International Training Award which will be won by the company that best prepares its employees for the field of international business; and the *Daily Mail* Enterprise Mail Award for Small Businesses.

GILLIAN SHEPHARD: "We must overcome the prejudices and attitudes that have traditionally impeded the advancement and undervalued the role of women at work."

Photo: David Page

WHO *can enter*

There are three entry categories covering distinct areas of training achievement:

- **Employers** - companies who either use in-house training facilities or commission training from outside resources to develop the skills and potential of their workforce.
- **Training providers** - for organisations which devise and supply training programmes to other companies.
- **Individuals** - individuals or teams who have achieved goals at work or in the community through an exceptional combination of training, education, self-development and personal commitment.

HOW *to enter*

- Entry to the competition is open until 17 July 1992 and the winners will be announced at an Awards presentation to be held early in 1993.
- For a 1992 entry pack call 0800 616400.
- If you have any queries about the National Training Awards please call the NTA office on 0742 593419.

'Second wave' sign up to Opportunity 2000

OPPORTUNITY 2000, the national drive to promote equal opportunities for women at work, has nearly doubled in size in its first six months.

A 'second wave' of 46 employers, ranging from the Department of Health and Lloyds Bank to the Reject Shop and Braintree District Council, have now joined the 60 founder-members of the Campaign. This means that 2.5 million people or one in five of the UK workforce is now covered by the initiative, spearheaded by Business in the Community.

"We're delighted. There's been a remarkable growth so far across different sectors and different parts of the country," commented campaign coordinator Liz Bargh. "We're also encouraging more and more small and medium-sized businesses to join up."

Under the scheme, employers go through a three-stage process of auditing existing policies, setting measurable goals, and making a public commitment from top management to achieving them. Organisations choose their own goals in line with their business objectives.

Iceland Frozen Foods, for example, is pledged to increase the proportion of female store managers from under 10 per cent to 15 per cent by the end of this year. Newspaper Publishing, publishers of *The Independent* newspaper, will double the proportion of women in senior management to 30 per cent by the year 2000.

Measures adopted to achieve employers' aims include help with childcare, special training for women staff, and flexible working.

"Opportunity 2000 has given a much greater impetus to the process of internal review, and particularly the setting of goals. The important thing is to have a benchmark against which to measure progress, and I hope that more and more companies will set themselves numerical goals," says Tim Clement-Jones of founder members Kingfisher.

"One of the most important things about the campaign is the visibility it has externally; this has reinforced understanding and commitment to equal opportunities among all of our employees," adds Viki Ford of Rank Xerox.

A new register of some 60 consultants around the country who can advise employers on equal opportunities is now available from the campaign.

Campaign staff will also be visiting each Opportunity 2000 member-organisation individually to discuss and monitor progress.

To bring more small employers on board, the campaign will rely on the efforts and TECs and LECs and chambers of commerce and encourage 'mentoring' by larger organisations.

OPPORTUNITY 2000
TOWARDS A BALANCED WORKFORCE

OPPORTUNITY 2000 IS A BUSINESS IN THE COMMUNITY INITIATIVE

'We are encouraging more and more small and medium-sized businesses to join up'

Liz Bargh
Director Opportunity 2000

● Copies of the directory of consultants, a set of handbooks, and details of how to join the campaign can be obtained from Liz Bargh, campaign director, Opportunity 2000, Business in the Community, 5 Cleveland Place, London SW1Y 6JJ, tel 071-321 6426.

Older workers' group takes shape

A NEW advisory group set up to advise Government on eliminating age discrimination at work is to hold its first meeting later this year.

The Advisory Group on Older Workers, announced in February's White Paper *People, Jobs and Opportunity*, will bring together up to 12 representatives of employers' organisations, voluntary and research bodies and others under the chairmanship of an Employment Minister.

The group will help to persuade employers to abandon age discrimination in all their personnel policies, including recruitment and training. Another role will be to identify and publicise examples of good practice, building on the results of research and the experience of employers themselves.

Employment Minister Patrick McLoughlin commented: "I want the group to adopt a high profile in spreading good practice and pointing to examples of employers who have done most in this area. I am also very pleased that Age Concern have already written expressing their support."

● The Employment Department is writing to a range of organisations inviting suggestions for membership of the group. Any expressions of interest should be sent to Pat Hughes, SEPC1, Employment Department, Room 558, Caxton House, Tothill Street, London SW1H 9NF.

Attracting women to technology

SINGLE-SEX courses and special entry routes are among the measures colleges can adopt to boost the number of women on science and technology courses, says a report.

Other strategies can include targeted marketing, induction and mentoring, flexible course structures, accreditation of prior learning and sympathetic timetabling.

The report follows a two-year research project funded by the Employment Department and based at the Polytechnic of North London. It comprised interviews with staff and students at PNL and six linked FE colleges, as well as 20 employers of science and technology graduates.

A final section includes a checklist of the prerequisites for a 'positive learning experience' for women, and some of the performance indicators which can be used.

● Copies of the report, or of a four-page briefing paper outlining the main findings, are available from Nicola Jaffray, CILNTEC, 80 Great Eastern Street, London EC2 3DP, tel 071-324 2424.

UK leads in fight against job discrimination

However... *'there is much to be done to increase the effectiveness of the measures to combat racial discrimination at work'*, says report.

BRITAIN HAS the most advanced law and practice on fighting racial discrimination in Europe, says a new report.

It is also the only country where the vast majority of the 'visible' minority enjoy voting rights, and with the Netherlands has moved furthest towards a multi-cultural approach to employment issues.

But the report, produced for the Employment Department by researchers at Southampton University, says British citizens wanting to work elsewhere in the EC will be afforded "very little" of the the protection against racial discrimination available here.

However, it says good equal opportunities practice has developed in more than one country and..."there is an awareness that a range of measures that go beyond the essential legal framework of prescription and prohibition are vital."

In the UK the 1976 Race Relations Act has made a "significant impact" on levels of discrimination, and "some progress" has been made with the development of codes of practice, monitoring, training and contract compliance. Large sections of local government are making the most effort and progress, the researchers add.

Best practice standards in the public and private sectors have also improved substantially, but monitoring - although basic to good practice - is still "the exception rather than the rule" in many organisations, the report warns.

As civil and political rights are standardised across the EC, there is a fear that some employment rights may be withdrawn from people in Britain with residence but not citizenship status, it says. "This may transgress the principle of indirect discrimination, since visible minority people are more likely to have residence rather than citizenship status.

"Even in Britain there is much to be done to increase the effectiveness of the measures to combat racial discrimination against visible minorities in work and seeking employment and training", the report adds.

Across the EC as a whole, however: "there exists a potential for agreement among the member states for coordination, at the level of law. In our view an equal opportunities perspective, consistent with the principles laid down in the Treaty of Rome, offers the most appropriate guide to solutions," the researchers conclude.

● *Measure for Measure: A comparative analysis of measures to combat racial discrimination in the member countries of the European Community* (Research Series 1) is available free from Research Management Branch, Employment Department, Moorfoot, Sheffield, S1 4PQ, tel 0742 593932.

Ageism attacked - 'absurd, wasteful and shortsighted'

BLANKET AGE discrimination in recruitment is "absurd, wasteful and shortsighted", Employment Minister Michael Forsyth has warned recruiters.

"Companies which set arbitrary age limits are missing out on the variety of skills, experience and commitment that older workers can bring to a job," he told the Recruitment Industry Awards ceremony in London.

"While there may be particular circumstances where it is sensible to have an age limit, there can be no justification for a blanket approach in recruitment," he said.

Many people in their 40s and 50s made redundant in the recession failed even to get as far as an interview in their search for work, he added.

But the Minister ruled out new legislation on the issue. "More legislation is not the answer. We are in the process of setting up a special Advisory Group on Older Workers to advise on the way forward. Many of our fellow citizens, with much to contribute, depend on our being successful."

Mr Forsyth urged the recruitment industry to spread good practice and to encourage employers to adopt sensible recruitment policies.

Michael Forsyth
Employment Minister

'More legislation is not the answer. Many of our fellow citizens depend on our success.'

● A 10-point equal opportunities 'toolkit' for employers, produced by the Employment Department in April, can also be used to guide policy on older workers. Copies of *Equal Opportunities: Ten Point Plan for Employers* are available free from ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD, quoting reference PL 922.

ACAS busier than ever

BRITAIN'S INDEPENDENT arbitration service was busier than ever last year, despite an all-time low in the number of working days lost to industrial disputes.

The increased workload was partly the result of the rising number of redundancies caused by the recession and employers' efforts to rationalise production, says the 1991 annual report for the Advisory, Conciliation and Arbitration Service (ACAS).

Requests for conciliation in collective disputes rose by 10 per cent and in individual cases by 12 per cent.

Disputes arising from redundancy accounted for almost one in five (19 per cent) of all collective cases completed by ACAS, while those relating to pay and conditions fell to 41 per cent of the total from 50 per cent.

Employers, trade unions and individual workers are now keener to ask for conciliation from ACAS than to pursue confrontation, said ACAS chairman Sir Douglas Smith. "Redundancy cases are the sort of issue which in the past could have produced industrial action; the parties were readier in 1990 and 1991 to bring their problems to us and see if we could help them resolve them. The other factor is that with the extension of employment rights, more and more trade unions have been ready to back their members' complaints to a tribunal," he said.

Industrial tribunal cases concerning unfair dismissal and sex discrimination were the fastest-growing subjects for individual conciliation, with the latter more than doubling to 3,500.

Issues such as promotion were far more common causes of sex discrimination disputes than sexual harassment.

In all, ACAS succeeded in settling or making progress towards a settlement in no less than 86 per cent of the completed collective conciliations it dealt with. Only a third (32 per cent) of individual cases needed to go forward to industrial tribunals for decision.

ACAS also responded to a record 467,000 enquiries for information on statutory employment rights and entitlements and on other employment matters - a rise of 12 per cent.

Demand for ACAS services is forecast to continue rising steeply in the coming year, based on figures for the first quarter of 1992.

The annual report also contains the full text of 'The ACAS Commmitment', setting out national standards of performance which all ACAS staff are pledged to meet and attain up as the Service's reponse to the Citizen's Charter White Paper.

● *ACAS Annual Report 1991* is available free from any ACAS office, or priced £1 (to cover postage and packing) from ACAS Reader, PO Box 797,

'Redundancy cases are the sort of issue which in the past could have produced industrial action; the parties were readier in 1990 and 1991 to bring their problems to us and see if we could help resolve them.'

Sir Douglas Smith
ACAS chairman

ACAS *statistics*

	1990	1991
Requests for collective conciliation received	1,260	1,386
Conciliation successful or progress achieved	964	1,056
Completed conciliation cases by cause of dispute:		
Pay and terms and conditions	570	496
Recognition	159	174
Changes in working practices	67	46
Other trade union matters	50	91
Redundancy	109	233
Dismissal and discipline	147	144
Others	38	42
Total	**1,140**	**1,226**
Individual conciliation - cases received:		
Unfair dismissal	37,564	39,234
All discrimination cases	3,516	6,214
Wages Act	8,114	11,763
Other employment protection provisions	2,877	3,394
All jurisdictions	**52,071**	**60,605**

1993 guide

BY NOW, January 1, 1993 should have been ringed in every health and safety officer's diary. No fewer than six new sets of regulations are due to come into effect on that day to implement European Directives.

A new 12-page booklet from the Health and Safety Executive explains what steps employers (and self-employed people) will have to take.

The regulations will cover: general health and safety management; work equipment safety; workplace conditions; manual handling of loads; personal protective equipment; and display screen equipment.

"HSE recognises that time is short and that employers face problems in coping with the changes", commented HSE deputy director general David Eves.

"Nevertheless HSE inspectors and other enforcers will be expecting employers to comply with the new statutory duties as soon as they apply."

The new regulations will be supported by a range of other publications to guide employers. Approved codes of practice and other guidance documents will be published for the regulations in the coming months, and early orders for these can be placed by using an order form in the leaflet.

● New Health and Safety at Work Regulations IND(G)124L is available free from HSE Area Offices and from HSE Public Information Centres in Sheffield (tel 0742 892345) or London (071-221 0870).

Noise roadshow launched

AN HSE roadshow about noise at work set off on a year-long tour of the UK last month.

The roadshow marks the start of a programme of publicity events specially organised as part of HSE's contribution to the European Year of Health and Safety.

Staffed by HSE and local authority inspectors, the roadshow is aimed at employers, employees and others concerned about the effects loud noise at work can have on hearing.

The roadshow's first venue was a small firms seminar at Norwich, where it was officially opened by Mary Nation, HSE area director for East Anglia.

The unit will tour parts of Essex, the West Midlands and South Yorkshire in the early months of its schedule. The roadshow is designed to encourage visitors to value their hearing and understand how it can be damaged by exposure to noise, and show what can be done to control the hazard.

Exhibits include a hearing loss simulator, working models of noise control techniques, examples of ear protection and a video. Experts will be on hand to answer questions.

● Further information from Michelle Bayley on 051-951 3311.

Shake up for construction

A 'RADICAL shake-up' of health and safety on construction sites is due to come into force from January 1994, safety chiefs have announced.

New regulations to implement an EC directive will for the first time extend safety responsibilities to architects and designers, engineers and clients themselves as well as placing them on the contractors.

Designers would have to take account of the effects of their design and the materials they specify on the way a structure might be built, maintained and repaired. Factors to consider could include ensuring that staircases and guard-rails are built early on to make construction on the upper floors safer for building workers.

Clients would be required to appoint a 'project coordinator' and a 'principal contractor' would have to be designated on sites where several contractors are working.

The new Construction (Design and Management) Regulations should reach the statute books next year and will implement the EC Temporary or Mobile Construction Sites Directive. A consultative document outlining the proposals is due to be issued by the HSE in the next few months.

● For more information, contact Andrew Maxey or Stewart Campbell, HSE, SPDC3, tel 071-243 6316 or 6309.

Bulletin free

HSE's QUARTERLY Translations Bulletin, which lists the titles and cost of new HSE translations into English of international scientific, technical and medical reports, is now to be available free of charge.

Hitherto the Bulletin has been available for an annual subscription of £5. The latest edition, for January-March 1992 is the first of the new free issues.

The translations that it lists are produced for the use of HSE specialist staff, for whom the up-to-the-minute awareness of worldwide research and development work is essential both to a continuing advance in health and safety, and to maintaining the position of the UK as a leading contributor in the field.

● To subscribe to the free Translations Bulletin write to the Language Services Unit, Health and Safety Executive, Harpur Hill, Buxton, Derbyshire SK17 9JN or telephone 0298 26211 ext 2234.

Health and Safety in Schools

SCHOOL GOVERNORS, staff and local education authorities (LEAs) must work together to ensure effective health and safety management in schools, said HSC chairman Sir John Cullen, launching a new guidance booklet *The responsibilities of school governors for health and safety*.

Emphasising that good management is the key to successful health and safety performance Sir John added: "Schools are relatively safe places and we hope that this guidance booklet will help make them even safer".

● *The responsibilities of school governors for health and safety*, price £3.50, is available from HMSO bookshops and accredited agents.

Hitting the roof

TONY LINEHAN, HSE's Chief Inspector of Factories and Director of Field Operations, was interviewed on the roof of HSE's London HQ, Baynards House in April to launch an intensive nationwide blitz on the safety of roofwork.

SANDWELL

GRANTS WORTH several thousand pounds are now on offer to manufacturers in Sandwell to 'multi-skill' their workforces.

Sandwell TEC is providing £100,000 to support multi-skilling in about 20 firms in the coming year, to add to the 18 already helped in a pilot phase. The TEC provides 75 per cent of the training costs with the other 25 coming from the company.

● For more information, contact Paul Cuerden on 021-525 4242.

EAST LANCASHIRE

ELTEC HAS become the first TEC to be awarded the BS5750 quality 'kitemark' from the British Standards Institute.

Independent advisers from BSI examined all aspects of the TEC's operations to ensure that they met nationally recognised standards of quality.

The TEC has used quality assurance as the guiding principle behind its approach to training and enterprise - from skills training for the unemployed to business development and lifetime training programmes for local firms.

"Since we decided to apply for BS5750 registration, we've had to look very closely at how we operate and we've constantly improved our procedures and the monitoring of performance both internally and externally," says chief executive Mark Price.

● For more information, contact Mike Crossley on 0254 261471.

AVON

EMPLOYERS IN Avon can now qualify for grants of up to £125,000 to boost the skills of their staff.

Rolls-Royce and Gateway superstores are two of the firms to benefit so far from Avon TEC's Skill Development Grants Scheme. The scheme will part-fund training in areas as diverse as information technology and building construction. Funding levels are determined by the level of the firms's commitment to training, and the extent to which it can influence its own suppliers to invest in training.

"We aim to bring about a major culture change in the firms we support, and to encourage them to become Investors in People. It's all being done under the umbrella of Total Quality Management," says TEC accounts manager Sharon Chinnery.

● For more information, contact Avon TEC on 0272 277116.

Skills bonanza

TONY LOACH of Darcast Components (right) signs his company's contract with Sandwell TEC chief executive John Bedingfield, as one of 18 firms taking part in the TEC's 'multi-skilling initiative'.

EAST LONDON

UNEMPLOYED PEOPLE from the ethnic minorities are to get the chance to train for a career in personnel management under 'Breakthrough' - a positive action programme funded by East London TEC.

Trainees will take the Institute of Personnel Management's foundation programme one day a week while following supervised, work-based training placements with local employers. Each student will have to complete a work-based project, and host companies will be encouraged to appoint mentors to supervise progress.

To start the course, funded under LETEC's Employment Training programme, trainees must have been unemployed for six months or more.

GREATER NOTTINGHAM

A PILOT scheme in Nottingham is set to 'pair' more than a hundred managers from business with senior teachers from local schools and colleges.

Under the 'Two is Company' initiative, the two partners will work together for a year to tackle the problems each of them face. Both partners start by spending two full days in each other's establishment, and contacts are renewed thereafter as and when the need arises.

Since the launch of the pilot in March,, eight teachers from Bilborough Sixth Form College have paired off with managers from companies such as East Midlands Electricity, and Precision Mouldings.

"It's going extremely well. Each side brings a different perspective to the other's problems," says project organiser Christine Mercer.

● For more information, contact Christine Mercer on 0602 624624.

THAMES VALLEY

NEW BUSINESSES, the self-employed and young people will be the key targets for help from Thames Valley Enterprise over the next three years, says the TEC's corporate plan for 1992-95.

Vocational training is a priority, with the TEC using Accreditation of Prior Learning and NVQs to increase the number of people of all ages with qualifications. Business performance will be raised by promoting BS5750, quality targets, business information and counselling.

Other groups identified for help are unemployed people, women returners and people with disabilities.

"Already more than 20,000 individuals and nearly 3,000 companies have benefited from their association with the TEC. That is quite an achievement that bodes well for the TEC movement as a whole," says chief executive Gregory Hyland.

● Free copies of the plan are available from the Marketing Department, Thames Valley Enterprise, King's Point, 120 King's Road, Reading RG1 3BZ, tel 0734 568156.

HERTFORDSHIRE

HERTFORDSHIRE TEC has produced a guide to its services which includes translations in four of the major locally-spoken ethnic languages: Urdu, Bengali, Punjabi and Cantonese.

"The leaflet is our first step towards spreading the news of the TEC's services to the minority communities in Hertfordshire," says TEC ethnic minorities adviser Hemant Mistry.

● The leaflets are available from ethnic organisations around the county as well as from libraries, Jobcentres, Citizen's Advice Bureaux and the TEC's freefone number 0800 919 000.

Adults get the credit

It's working for young people, so why not try it with adults? At least three TECs have just launched adult credit schemes to help people 'buy' their own training. Andrew Opie reports.

THE APPROACH may differ, but the basic idea is the same: if you want to increase the amount and quality of training going on, put purchasing power in the hands of the people.

At South and East Cheshire and Northumberland TECs, the 'credit cards' now being issued will build on the success of existing schemes for 16-19 year-olds launched in April last year. But for the other TEC - Manchester - the credit card approach is entirely new.

In Cheshire's scheme, three target groups will now qualify for 'Prospect' cards. These are: 18-23 year-olds leaving education for a job (previously covered by Youth Training); long-term unemployed people starting a new job (who before could qualify for customised training); and low-skilled workers considering a career change. The card has no set face value but will cover the full cost of training for the first two groups and 50 per cent for the third group, with the other half coming from the trainee.

Credits will help the would-be career changers for the very first time, giving them the chance to train up to at least NVQ level 2. "The scheme is very much linked in the the CBI `World Class' targets and lifelong learning concepts. Once people join our database, they'll be able to come back later for further training," says scheme organiser Viv Gee.

Manchester TEC's Skillcards are targeted solely on low-skilled people already in jobs and, at £250 on average, will cover half the cost of training to NVQ level 2. The trainer pays the remainder on a pay-as-you-learn basis.

Up to 600 people could be helped in the coming year, with priority being given to those in industries with the highest redundancy rates like construction and manufacturing. They will be helped to study for career progress in areas like in IT and computer-aided design.

"We used to get a lot of people coming to us and saying, 'Can you help us out with the cost of training?' and we had to say: 'Sorry, if you've got a job there's nothing we can do,' says Ted Noone. But we felt, if people are motivated enough to do it, we should support them." Already, a petrol station attendant is using the credit to follow a business administration course.

Northumberland has taken the opposite approach, restricting its 90 credits to unemployed people with good basic skills who need to boost these to NVQ level 3. The credit will pay for 'one-off' courses and carry a face value of £1,500, though the true cost of courses could vary from £600 to £3,000. Only courses in the following occupational areas will be eligible: finance, tourism, management, IT, engineering and quality. Trainees will get a separate training allowance and travel costs over £4 a week.

Only after six months or so will a clear picture emerge of the impact being made by these initiatives. But if they enjoy the same success as the credits for young people, their future looks bright indeed.

● For more details of the pilots contact: Viv Gee (South and East Cheshire) 0606 73 7009; Ted Noone (Manchester) 061-237 1015; and Jim Redpath (Northumberland) 0670 713303.

TECs share £10m for new ideas

MORE THAN 70 TECs are to share £10 million to pilot national development projects over the coming year.

The schemes include 'Gateways to Learning' adult guidance vouchers, piloted by 12 TECs and first announced in December last year; vouchers for both adults (see story above) and 16-19 year-olds to pay for training; 'Access to Assessment' services to help employers spread the take-up of vocational qualifications; help to employers to assess the effectiveness of their training policies; and stimulating enterprise through advice and funding.

Funding for the schemes comes from the ED's National Development Prospectus, published in November last year. In all, 616 bids were received from TECs to run schemes, and 211 have been approved for funding. Projects must both reflect local priorities and contribute towards the strategic priorities for TECs set out in *A Strategy for Skills*, issued by the Employment Secretary in November 1991.

● Enquiries about individual schemes should be addressed to the TECs.

Credit where it's due

EMPLOYMENT Secretary Gillian Shephard visited Hertfordshire TEC soon after taking office. She is pictured (left) meeting young employees at Marconi Instruments, St Albans. The company has over 70 staff on training programmes, including 19 young people benefiting from the Herts TEC Training Credits initiative.

Career Loans

MORE THAN 27,000 people have received Career Development Loans to help pay for their education and training since the launch of the scheme in 1988, Employment Department figures show.

And the number of people taking out loans is set to soar, with a total of 22,000 loans - valued at £60 million - planned for 1993-94 alone.

● More information on CDL on freefone 0800 585505 or from local Employment Service offices.

Certification Officer's Report

THE 16th Annual Report of the Certification Officer for Trade Unions and Employers' Associations was published last month.

It includes information on trade union membership, finances, ballots, political funds and mergers.

● Copies are available from 27 Wilton Street, London SW1X 7AZ, tel: 071-210 3734.

Small 'Investors'

A FREE six-page booklet for small businesses spelling out the benefits of becoming an 'Investor in People' is now available from TECs.

The booklet explains the 'Investor' National Standard - launched by the Employment Secretary in 1991 to encourage effective training - and tells firms where to go for help. South Thames TEC and a wide range of people running small businesses have collaborated on the booklet.

More than 600 organisations have formally committed themselves to becoming Investors, and to date 54 have achieved the Standard.

Help for blind people

A RESOURCE pack to help employers take on more of Britain's one million visually impaired people has been launched by the charity Action for Blind People.

The pack details the financial and practical support available, challenges 'myths' about visual impairment, and gives advice on recruitment and retention.

● Copies of the 10-page *Visible Action* pack are available in print, braille and tape formats, free from Helen Garner, Action for Blind People, 14-16 Verney Road, London SE16 3DZ, tel 071-732 8771. For details of the organisation's employment services, contact Rachel Tripp at the same address.

French help for young homeless

A SUCCESSFUL French scheme which helps young homeless and unemployed people make a fresh start is being copied in seven British towns and cities.

New types of hostel called 'foyers' will provide temporary accommodation linked to training and help with job-search. About 1,000 16 to 25 year olds could benefit each year when the three-year pilot scheme is fully up and running.

The scheme has been developed by a partnership of the National Council of YMCAs, London and Quadrant Housing Trust, and the North British Housing Association, with extra support and funding from the Employment Service and local TECs.

The first foyer opened in March at the YMCA in Nottingham, to be followed by early summer by four others in Norwich, Romford, Wimbledon and St Helens. Brand new foyers, not linked to YMCAs, will be opened by the end of 1993 in Lambeth and Salford.

In their first few days at the foyer, young people are helped by support workers to complete a personal action plan. This then leads on to a range of options including literacy and numeracy training, a place on Employment Action or Employment Training, an education course or help with jobsearch. In some cases, the foyer will house an Employment Service Jobclub which can also be used by the local community.

Priority access to the foyers' 700 beds is

About 1,000 16 to 25 year olds could benefit each year when the scheme is up and running.

given to long-term and other unemployed young people, but accommodation will also be available for young people who have job offers but nowhere to live. Foyer accommodation will normally be on offer for up to a year, though lengths of stay will vary.

"Initially, the foyers will seek to offer a cure for the no-job, no-home - no -home no-job cycle, but our longer-term aim is prevention," says project adviser John Malynn.

The project's progress will be closely monitored by the Employment Department.

● For further information, contact John Malynn or Barbara Thorndick at London and Quadrant Housing Trust, Osborne House, Osborne Terrace, London SE3 9DR, tel 081-852 9181 ext 283.

● A similar project called LEAP, run by the Industrial Society and a number of private firms, is also set to spread from London (see *Employment Gazette*, May 1992, page 218).

Eyes down

AUF WIEDERSEHEN *Pet* star Tim Healy (far right) and his wife Denise Welch (wife of *Spender* in the TV series) keep their eyes glued to the screen after launching an open learning centre in North Shields, set up with the help of a grant from Tyne and Wear Development Corporation.

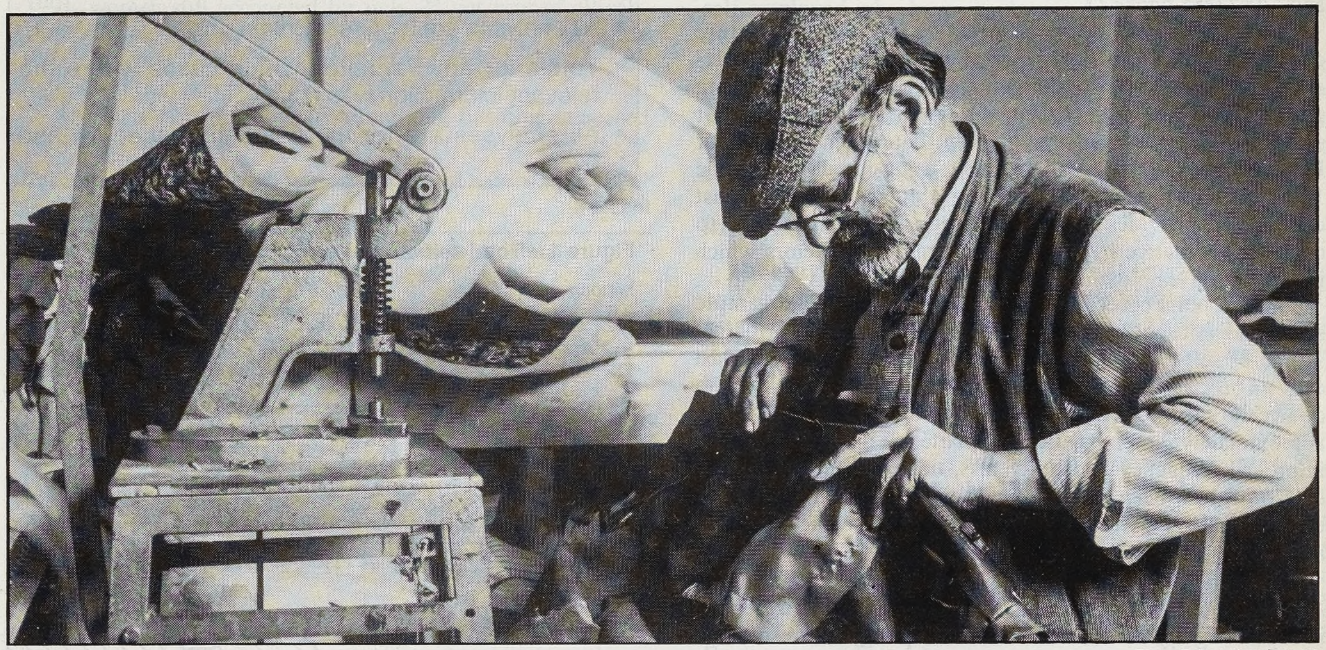


Photo Raissa Page/Format

Self-employment: into the 1990s

Martin Campbell and Michael Daly
Statistical Services Division, Employment Department

This article examines the make-up of the self-employed in Great Britain, and changes over time, using the detailed data available from the Labour Force Survey.

Key findings

1981 to 1991

- **Self-employment increased by 1·1 million (52 per cent) between 1981 and 1991, to a total of 3·3 million.**
- **Of this growth, men accounted for 0·8 million and women for 0·4 million.**
- **Over two-thirds of the self-employed have no employees. Growth among the self-employed *without* employees accounted for 1·0 million of the total growth; the self-employed *with* employees for 0·2 million.**
- **The number of employees with a second job in self-employment has more than doubled, from 0·1 million in 1981 to over 0·2 million in 1991.**
- **The net increase was the difference between very large numbers entering and leaving self-employment each year; fluctuations in the rate of net change are due more to variations in entries than in exits.**

1990 to 1991

- **There was a decline of 0·2 million (4 per cent) in the latest year.**
- **This decline was proportionately greatest in two regions, the South East and the West Midlands, which experienced the most rapid increases between 1981 and 1990. Self-employment in these two regions together fell by 0·2 million.**
- **The industries with the steepest proportionate declines were transport and communication, construction and distribution, hotels and repairs. Self-employment in the last two of these fell by a total of 0·1 million.**
- **There were no substantial differences in the rate of decline between male and female self-employed, or between those working full or part-time, or between those with and without employees.**

The growth in self-employment was one of the most significant changes to the labour market during the 1980s. In the light of the most recent data, showing a fall between 1990 and 1991, an obvious question to ask is: will this growth continue into the 1990s and beyond, or stay at current levels? Or will it drop back to the levels of the '60s and '70s? (see *figure 1*)

This article does not present any predictions of future changes. Rather, it describes the make-up of the self-employed and how this has changed since 1981, making particular reference to the latest year. It updates an earlier article[1] which used self-employment data from the Labour Force Surveys of 1981 and 1983-89, using the data from the 1990 and 1991 surveys. By giving a clear account of past changes, it provides a solid background against which to consider alternative hypotheses concerning the factors which influence self-employment trends.

The Labour Force Survey (LFS) is a large scale sample survey of households in Great Britain, and is the principal source of self-employment data[2]. The 1991 LFS was the last one to be carried out annually. From 1992 it will be a quarterly survey, with self-employment figures available approximately 3 months after the quarter's end. As well as the improved frequency and timeliness, there will also be better data on flows, because of the linking of records in the new enhanced survey (further details are given in the *technical note*).

The analyses in this article are for Great Britain alone. Although there is a Labour Force Survey in Northern Ireland, it uses a slightly different basis for sampling, and results are not given generally for the UK as a whole. The figures used are based directly on the LFS, and differ slightly from the quarterly self-employment estimates published by the Department. Further details are given in the March 1991 article.

Summary of trends 1981–91

The total number of self-employed in Great Britain in spring 1991 was 3,316,000, an increase of 1,139,000 or 52.3 per cent over the period 1981–91 (*table 1*). This has been far from a steady rise, even if one leaves aside the decrease between 1990 and 1991 (we will discuss the most recent trends later). Before 1991, the annual net change varied from a rise of 320,000 between 1983 and 1984 to a rise of only 12,000 between 1985–86, although some of this variation can be ascribed to sampling error. More than one in eight of those in employment are now self-employed, compared to one in ten in 1981.

Female self-employment increased much faster than male self-employment during the 1980s to a total of 805,000, an increase of 78 per cent between 1981 and 1991. However, in 1991, women still accounted for only 24 per cent of all self-employment, roughly the same proportion as in 1984. Male self-employment rose by 45 per cent but contributed 785,000 to the total rise, compared to 354,000 for females.

The number of self-employed working full-time increased by 43 per cent between 1983 and 1991 (*table 2*) and the number working part-time increased by 49 per cent, though the rise in the number working part-time, of 170,000, accounted for only one-sixth of the total increase.

Those self-employed with employees rose by 20 per cent from 1981-1991 while those without employees rose by 72 per cent (*table 3*). As a consequence, the proportion of the self-employed who have employees fell from 39 per cent to 31 per cent.

There have been increases in all regions (*table 4*) ranging from 28 per cent in the North of England to 65 per cent in Scotland, and in all industry divisions (*table 5*), ranging from 9 per cent in agriculture and in hotels, distribution and catering to 119 per cent in banking, finance etc.

International comparisons

The very rapid overall increase in self-employment is not, on the whole, something which has been shared by our EC neighbours or other G7 countries, as *figure 2* shows. Although there have been increases in many countries, the increase in the UK between 1979 and 1989 was more than 3 times the EC average (*table 6*). It could be said that we were starting from a low base, but then so were the USA, Canada and Germany, and they have not experienced such dramatic increases. The self-employment rate in the UK in 1989 was less than 2 per cent below the EC average after being nearly 5 per cent below in 1979. It may still be said that we have proportionately fewer self-employed than our fellow EC member states, but the gap has closed since 1979; and the UK figure for 1989 was actually higher than the average for the other Northern European member states.

Trends in self-employment 1989-1991

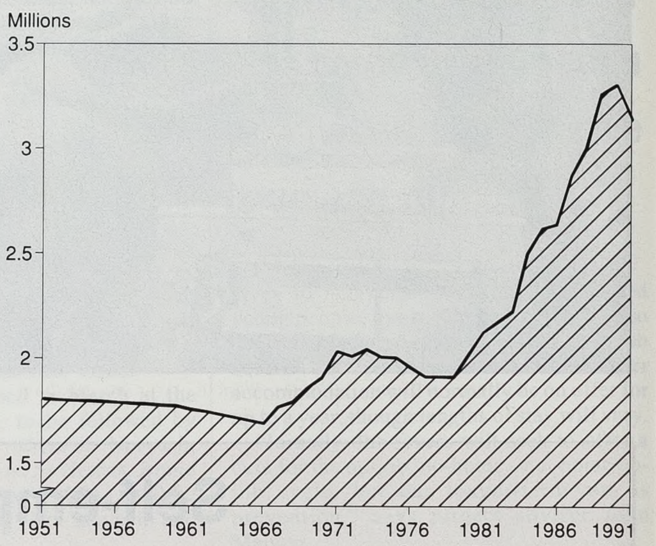
The number of self-employed people rose by 47,000 between 1989 and 1990, a considerably smaller rise than in

General notes to all tables and figures

Unless otherwise stated:

- All data are from the Labour Force Survey for the appropriate years.
- The data refer to the 1991 survey.
- All analyses are for Great Britain only.
- Totals for any variable include cases where the relevant information was not given.
- All analyses are for the population aged 16 and over.

Figure 1 Total self-employment, United Kingdom



Source: ED quarterly series

Table 1 Numbers self-employed, by sex — Thousands

	All persons	Men	Women
1981	2,177	1,726	451
1983	2,295	1,747	549
1984	2,615	1,976	639
1985	2,714	2,029	685
1986	2,726	2,046	680
1987	2,996	2,234	762
1988	3,142	2,358	785
1989	3,425	2,607	819
1990	3,471	2,627	844
1991	3,316	2,511	805
Percentage increases			
1981–1990	59	52	87
1990–1991	−4	−4	−5
1981–1991	52	45	78

Table 2 Full and part-time self employment as percentage of all in employment — Per cent

	Total	Of which: Full-time	Part-time	Total	Of which: Full-time	Part-time	Total	Of which: Full-time	Part-time
1981	9·2	—	—	12·2	—	—	4·7	—	—
1983	10·0	85	15	12·9	95	5	5·8	52	48
1984	11·2	83	17	14·4	93	7	6·6	50	50
1985	11·4	83	17	14·6	94	6	6·9	51	49
1986	11·4	84	16	14·8	94	6	6·8	53	47
1987	12·4	83	17	16·0	93	7	7·4	52	48
1988	12·5	84	16	16·4	94	6	7·4	53	47
1989	13·2	84	16	17·6	93	7	7·3	54	46
1990	13·3	84	16	17·7	93	7	7·5	55	45
1991	13·0	84	16	17·4	94	6	7·2	56	44
Percentage changes									
1983—1990	51	49	61	50	47	114	53	64	42
1990—1991	−4	−4	−8	−4	−4	−12	−5	−4	−5
1983—1991	44	43	49	43	41	87	46	57	35

Note: A full-time/part-time split on comparable basis is not available from the 1981 LFS.

Table 3 Self-employed by whether or not have employees — Per cent

(a) Self-employed with employees as a percentage of total self-employment

	All persons	Male	Female
1981	39	40	35
1983	39	40	36
1984	36	38	31
1985	37	39	32
1986	37	38	32
1987	35	37	30
1988	32	33	30
1989	31	32	29
1990	31	32	28
1991	31	31	29

(b) Percentage changes in numbers self-employed with and without employees

	All persons		Male		Female	
	With employees	Without	With employees	Without	With employees	Without
1981–90	28	79	22	72	53	104
1990–91	−6	−4	−7	−3	−3	−5
1981–91	20	72	14	66	49	94

Table 4 Self-employment by region — Thousands and per cent

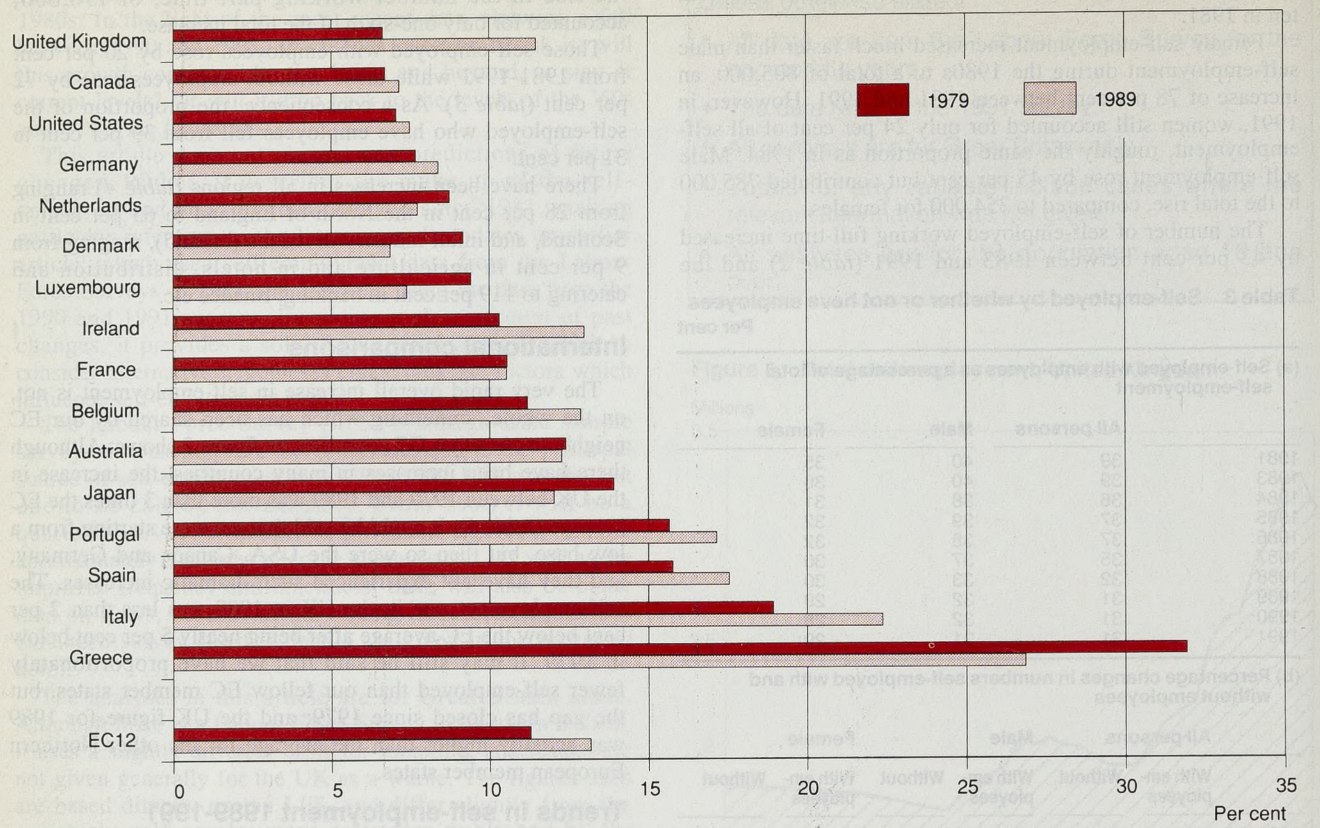
	1981	1990	1991	Percentage change 1981–91	1981–90	1990–91
South East	747	1,288	1,173	57	72	−9
East Anglia	90	151	138	53	67	−8
South West	272	381	399	47	40	5
West Midlands	175	322	273	56	84	−15
East Midlands	150	234	245	63	56	4
Yorkshire and Humberside	168	274	258	53	63	−6
North West	228	328	329	44	43	0
North	92	119	118	28	29	−1
Wales	119	166	161	35	40	−3
Scotland	135	208	223	65	54	7
Great Britain	**2,177**	**3,471**	**3,316**	**52**	**59**	**−4**

Table 5 Self-employment by industry — Thousands and per cent

	1981	1990	1991	Percentage change 1981–91	1981–90	1990–91
0 Agriculture, forestry etc	270	283	295	9	5	4
[1 Energy and water supply	3	15	12	371	458	−16]*
2 Mineral extraction etc	13	33	29	114	149	14
3 Metal goods etc	59	110	106	81	87	−4
4 Other manufacturing	103	190	216	111	85	14
5 Construction	433	818	737	70	89	−10
6 Hotels, distribution etc	697	824	762	9	18	−8
7 Transport and communication	104	183	161	56	76	−12
8 Financial services etc	194	433	425	119	123	−2
9 Other services	275	575	560	104	109	−3
All persons	**2,177**	**3,471**	**3,316**	**52**	**59**	**−4**

* The numbers of self-employed people in this industry division are too small to be reliable, and are omitted from most subsequent analyses.

Figure 2 International comparisons of self-employment rates, excluding agriculture



Source: OECD Labour Force Statistics 1969 -1989

the preceding years, and fell by 156,000 between 1990 and 1991. A broadly similar pattern of a small rise followed by a fall can be seen for both men and women. For men, there was a rise of 20,000 between 1989 and 1990, followed by a fall of 116,000; for women a rise of 26,000 followed by a fall of 40,000.

Table 6 International comparisons* of (non-agricultural) self-employment

	Change 1979–89 (per cent)	Self-employment rate (per cent) 1979	1989
Belgium	15·9	11·2	12·9
Denmark†	−18·3	9·2	6·9
France	3·3	10·6	10·5
Germany**	9·8	7·7	8·4
Greece	0·7	32·0	26·9
Ireland	26·6	10·4	13·0
Italy	30·8	18·9	22·4
Luxembourg	−6·5	9·4	7·4
Netherlands‡	3·7	8·8	7·8
Portugal††	13·8	15·7	17·2
Spain	25·0	15·8	17·6
United Kingdom	**83·5**	**6·6**	**11·5**
EC12	27·4	11·3	13·2
Canada	29·9	6·7	7·2
United States	26·8	7·1	7·5
Japan	0·4	14·0	12·0
Australia	27·3	12·4	12·3

Source: OECD Labour Force Statistics 1969–89.

* Figurers are based on each country's definitions, and are not therefore strictly comparable.
† Figures for Denmark not available for 1980 and 1982. Those shown are interpolated values.
** There is a discontinuity in the figures for Germany between 1986 and 1987. The percentage change 1979–89 for Germany has been crudely adjusted for this, but not the EC12 total.
‡ There is a discontinuity in the figures for the Netherlands between 1986 and 1987. The percentage change 1979–89 for the Netherlands has been crudely adjusted forthis, but not the EC12 total.
†† There is a discontinuity in the figures for Portugal between 1982 and 1983. The percentage change 1979–89 for Portugal has been crudely adjusted for this, but not the EC12 total.

Annual changes in male and female self-employment are illustrated in *figure 3*. Although the variation during the 1980s cannot be wholly attributed to sampling error, there is no apparent sign of a change in trend between 1981 and 1989. Even now, the trend is far from clear. It could be said that a break in trend occurred in 1990 for men, and that the much lower increase in that year was the first sign of the impact on self-employment of the recession. For women, however, the change in 1990 was similar to the two preceding years. Since the latest year stands out as the only one to show a significant fall in either male or female self-employment, the following discussion concentrates on changes in that latest year.

Given that self-employment decreased, the question naturally arises as to where—if anywhere—that decrease was concentrated. For example, whether it was chiefly among women; or among those working part-time. It should be emphasised that estimates of changes in self-employment for a single year are subject to considerable sampling error, especially when one is trying to compare sub-groups of the self-employed. Small differences are not therefore likely to be statistically significant.

There were decreases for men and women; full and part-time self-employed; and those with and without employees. Between 1990 and 1991 male self-employment fell by 4 per cent, female by 5 per cent (see *table 1*). Full-time self-employment decreased by 4 per cent, while the decrease among those working part-time was double this (*table 2*). However, the decrease in part-time self-employment was proportionately greater for males, with the number working part-time falling by 12 per cent between 1990 and 1991, three times the rate of decline of those working full-time, but the absolute numbers involved are very small. Among the female self-employed, for whom part-time working is much more significant, the numbers working full and part-time declined by more or less the same proportion (4 and 5 per cent respectively).

The number of self-employed who employ others fell by 6 per cent between 1990 and 1991, only slightly greater than the fall of 4 per cent in those without employees (*table 3*). Although among women the fall was proportionately greater among those without employees, the differences were small.

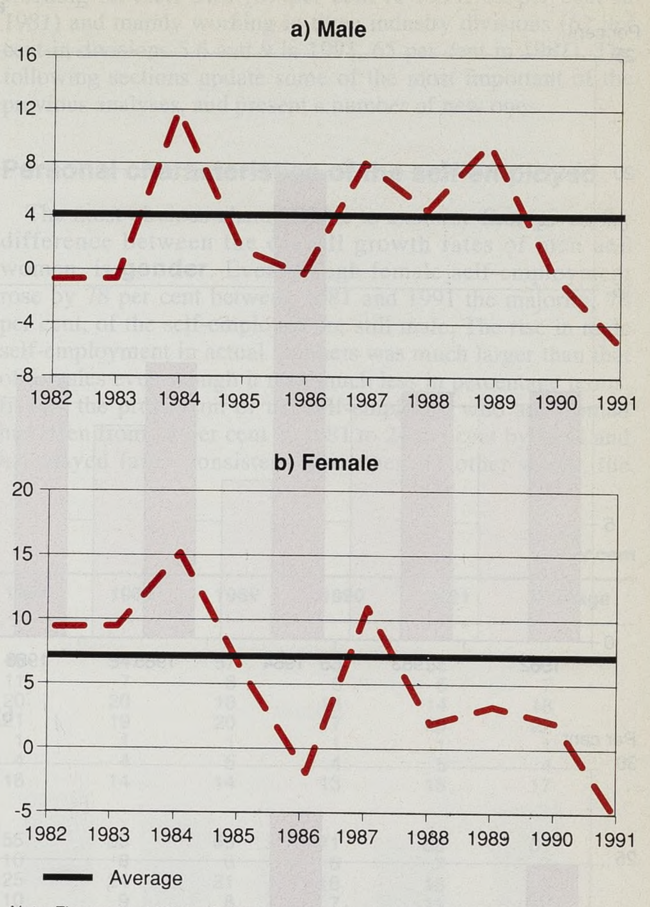
There are quite large variations in the change of self-employment between different regions, although one must be particularly careful of sampling error. Between 1990 and 1991 changes in regional self-employment ranged from a decrease of 15 per cent in the West Midlands to an increase of 7 per cent in Scotland. The two regions with the sharpest declines, the West Midlands and the South East, were the regions with the most rapid increases between 1981 and 1990[3]. These two regions also accounted for the largest falls in absolute terms, of 164,000 between them.

When one looks at the industry distribution a similar range of variation emerges, with the change ranging from a fall of 12 per cent in transport & communications[4] to a rise of 14 per cent in other manufacturing industries. Self-employment in the construction industry fell by 10 per cent, although the fall here was the largest in absolute terms (81,000). There was also a tendency for the steepest falls 1990-91 to be in those industries which experienced the greatest proportionate gains 1981-1990, but this was far from being a clear pattern[5].

Changes at regional level depend to some extent on the industry mix of a region, and the analysis in a later section shows that this can be important over the long term. In the shorter term, it is reasonable to wonder as to the extent to which the particularly sharp falls in the South East and the West Midlands in particular can be attributed to their mix of industries. In other words, whether self-employment in those regions is particularly concentrated in those industries such as transport and construction which have been most affected. In fact, only a negligible part of the regional variation in the rate of decline can be attributed to this.

Overall changes in self-employment will to some extent reflect changes in total employment: when total employment is rising rapidly, so will self-employment, even if the proportion of employed people who are self-employed remains constant. *Table 7* breaks down the changes in self-employment into the increase that is attributable to changes in overall employment and those which are attributable to changes in the proportion of employed people who are self-employed. It shows that between 1981 and 1987 the rise in self-employment was mostly due to increases in the proportion of people in employment who were self-employed. From 1987 to 1989, self-employment rates continued to increase, but to this was added the effect of the rapid expansion of total employment during that period. In the latest two years, the two components were of roughly equal magnitude. In other words, although self-employment grew slowly during 1989–90 compared with earlier years, it nevertheless grew faster than total employment, while in the latest year it has fallen more sharply than total employment. This differs for men and women however: between 1990 and 1991 the employment change component accounted for more than twice as much of the overall change for men as the self-employment component, while the reverse was true for

Figure 3 Annual changes in self-employment



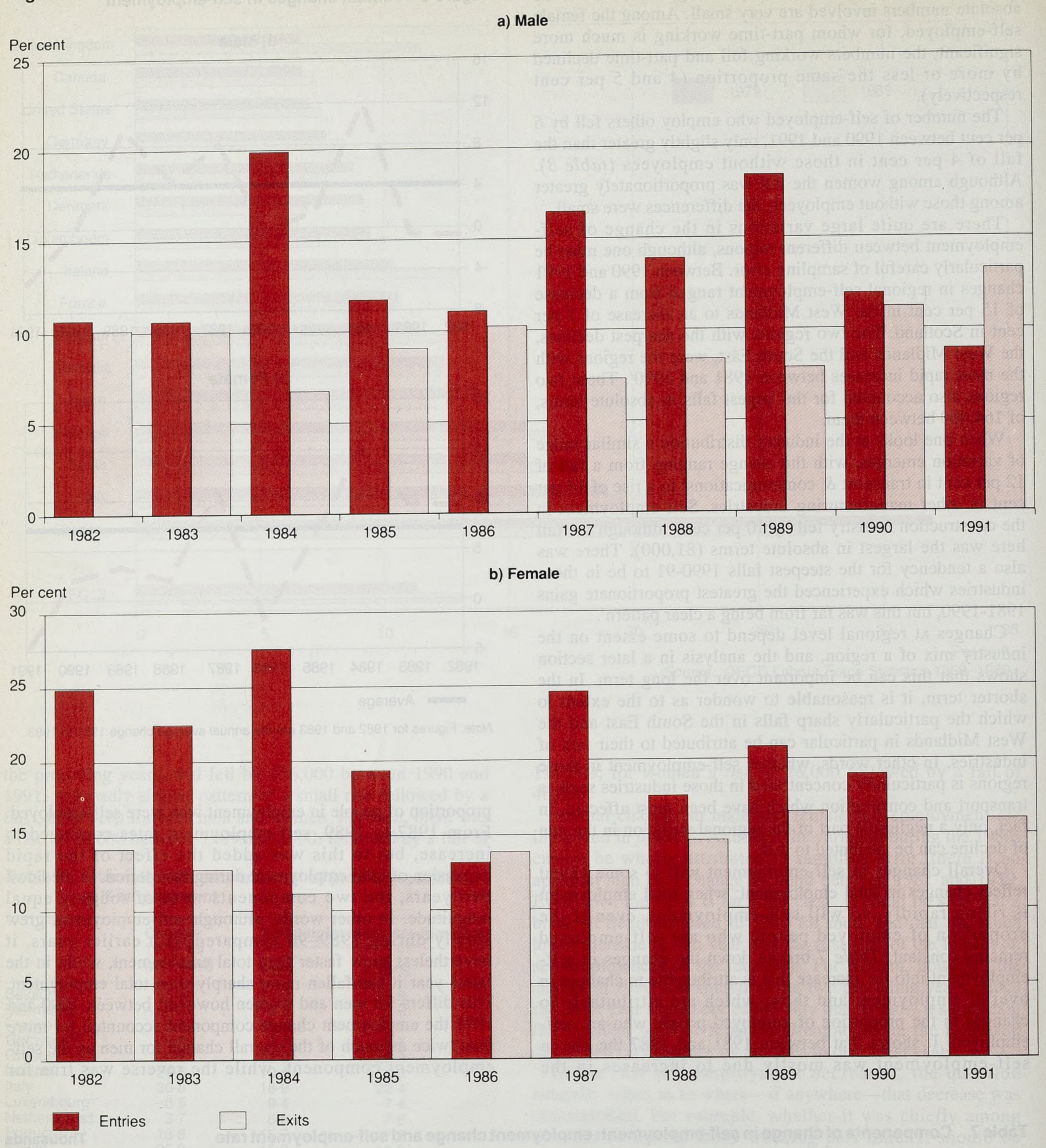
Note: Figures for 1982 and 1983 are the annual average change 1981 to 1983.

Table 7 Components of change in self-employment: employment change and self-employment rate — Thousands

	1981–83	1983–84	1984–85	1985–86	1986–87	1981–87	1987–88	1988–89	1989–90	1987–90	1990–91	1981–91
All persons												
Employment change*	−61	44	39	10	48	80	104	110	27	241	−75	246
Self-employment†	179	276	60	2	222	739	43	173	17	233	−78	894
Total change	118	320	99	13	270	820	146	283	44	473	−153	1,140
Male												
Employment change	−65	19	21	−7	21	−11	74	59	14	147	−79	57
Self-employment	85	211	32	24	166	518	50	189	5	244	−35	727
Total change	20	230	53	17	188	508	124	249	19	392	−115	785
Female												
Employment change	−6	17	14	9	19	53	28	38	9	75	−9	119
Self-employment	104	73	32	−14	63	258	−5	−4	15	6	−30	234
Total change	97	90	46	−5	82	310	23	34	25	82	−39	353

* That is, the increase which would have occurred had the radio of self-employment to total employment remained constant.
† That is, the total change less the employment component.

Figure 4 Entries to and exits from self-employment as a percentage of self-employment at start of year



women, with the self-employment component accounting for three times more of the share of the change than the employment component[6].

The previous article introduced a time series of entries to and exits from self-employment, and noted that variations in the overall annual changes were due more to variations in entries than variation in exits. This has also proved to be the case in the latest two years (*figure 4*). Entry rates have fallen from 19 per cent of the total of self-employment in 1988-89 to 10 per cent in 1990-91, while exit rates have not changed so sharply, rising from 10 per cent to 14 per cent over the same period. Exit rates for women have remained stable at around 16 per cent since 1988–89, while entry rates have dropped from 21 to 11 per cent in 1990–91.

This can be understood by looking at the current or previous activities of exits and entries (see *tables* 8 and 9). Of those leaving self-employment, there has been a marked drop in the proportion becoming employees, and a corresponding increase in the proportion becoming unemployed. A reasonable interpretation of this is that, of all people leaving self-employment, those leaving voluntarily will be more likely to be going to another job as an employee, while those leaving involuntarily will be more likely to become unemployed. The economic conditions will have caused a scarcity of opportunities for the self-employed to become employees, while simultaneously increasing the likelihood of being forced into unemployment.

There are signs of similar, although less marked, effects on those entering self-employment, with a slight fall in the proportion coming from employee status. This can be explained in like manner as manifesting an understandable reluctance of those with an employee job to exchange it for the uncertain prospects of self-employment, although this may simply be a postponement until the economy begins to recover. Those currently unemployed, however, with reduced scope for gaining work as an employee, will be less reluctant.

The previous article presented a considerable range of analyses of the self-employed. It is not proposed to update all of these, since—despite the dramatic changes of the 1980s and the developments in the latest year—some things about the self-employed have not changed much. One can still characterise the self-employed population as mainly male (76 per cent in 1991, compared with 79 per cent in 1981), mainly full-time (84 per cent in 1991, 85 per cent in 1983), mainly working on their own (69 per cent in 1991, 61 per cent in 1981) and mainly working in three industry divisions (62 per cent in divisions 5,6 and 9 in 1991, 65 per cent in 1981). The following sections update some of the most important of the previous analyses, and present a number of new ones.

Personal characteristics of the self-employed

The most obvious characteristic to examine first, given the difference between the overall growth rates of men and women, is **gender**. Even though female self-employment rose by 78 per cent between 1981 and 1991 the majority, 76 per cent, of the self-employed are still male. The rise in male self-employment in actual numbers was much larger than that of females even though it rose much less in percentage terms. In fact the proportion of the self-employed who are women had risen from 21 per cent in 1981 to 24 per cent by 1984 and has stayed fairly consistent since then. In other words, the

Table 8 Entries of self-employment by activity last year

Per cent

	1983	1984	1985	1986	1987	1988	1989	1990	1991	Average
Male and female										
Employee	56	47	46	47	48	54	57	63	56	53
Other in employment	1	2	15	12	11	7	6	6	6	7
Unemployed	17	19	19	20	20	20	18	14	14	18
Inactuve	26	32	20	21	21	19	20	17	23	22
Retired	2	2	1	1	1	1	1	1	1	1
Student	4	6	4	4	4	4	5	4	5	4
Other inactive	19	24	16	16	16	14	14	13	18	17
Male										
Employee	66	56	54	54	55	59	65	71	66	61
Other in employment	1	3	14	11	10	8	6	6	7	7
Unemployed	22	24	24	26	25	24	21	16	16	22
Inactive	11	18	8	9	10	9	8	7	11	10
Retired	2	3	0	1	1	1	1	1	1	1
Student	5	6	5	4	5	4	4	3	4	4
Other inactive	4	9	3	4	4	4	3	4	6	5
Female										
Employee	38	29	33	32	35	43	40	47	39	37
Other in employment	1	2	15	15	11	7	6	5	4	7
Unemployed	6	10	10	9	13	11	11	12	11	10
Inactive	55	59	42	44	42	39	43	37	46	45
Retired	2	1	1	1	1	1	0	1	1	1
Student	3	6	4	4	4	4	6	6	6	5
Other inactive	49	51	37	38	37	34	36	30	39	39

Table 9 Current activities of exits from self-employment

Per cent

	1983	1984	1985	1986	1987	1988	1989	1990	1991	Average
Male and female										
Employee	44	40	43	42	46	50	53	54	42	45
Other in employment	6	1	1	1	1	1	1	2	1	2
Unemployed	26	32	29	31	29	23	21	24	39	27
Inactuve	24	27	27	26	24	26	25	21	18	26
Retired	6	6	7	7	5	7	7	7	4	6
Student	1	1	1	0	1	0	0	0	1	1
Other inactive	17	20	19	18	19	18	18	13	13	19
Male										
Employee	43	39	43	42	44	55	55	54	40	46
Other in employment	7	1	0	1	2	1	2	2	1	2
Unemployed	32	39	35	35	36	27	25	30	47	33
Inactive	18	20	22	21	18	18	18	15	12	19
Retired	6	7	8	7	6	8	6	7	4	7
Student	1	1	1	0	0	1	0	0	0	0
Other inactive	11	12	14	13	12	9	12	7	7	12
Female										
Employee	46	42	43	42	49	42	48	53	48	44
Other in employment	3	0	1	2	0	1	1	1	1	1
Unemployed	12	15	16	19	16	16	13	10	16	15
Inactive	38	43	39	38	35	41	38	35	35	39
Retired	6	3	7	7	2	5	9	8	5	6
Student	0	0	0	0	0	0	0	0	0	0
Other inactive	32	39	32	30	32	36	29	27	29	33

Figure 5 Self-employment as a proportion of all in employment

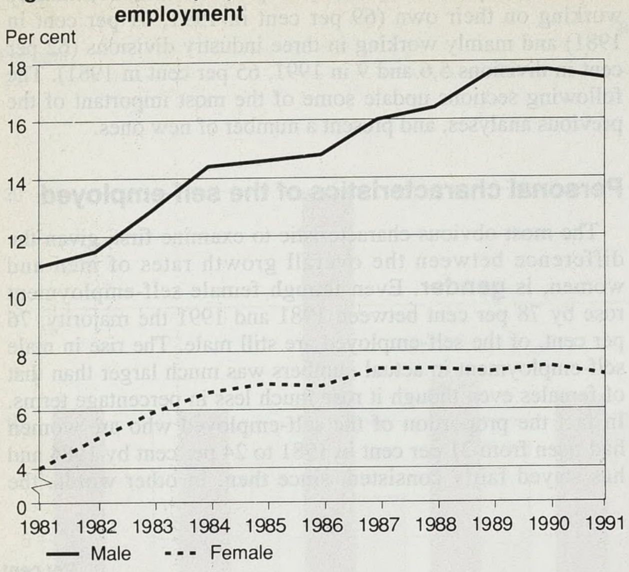
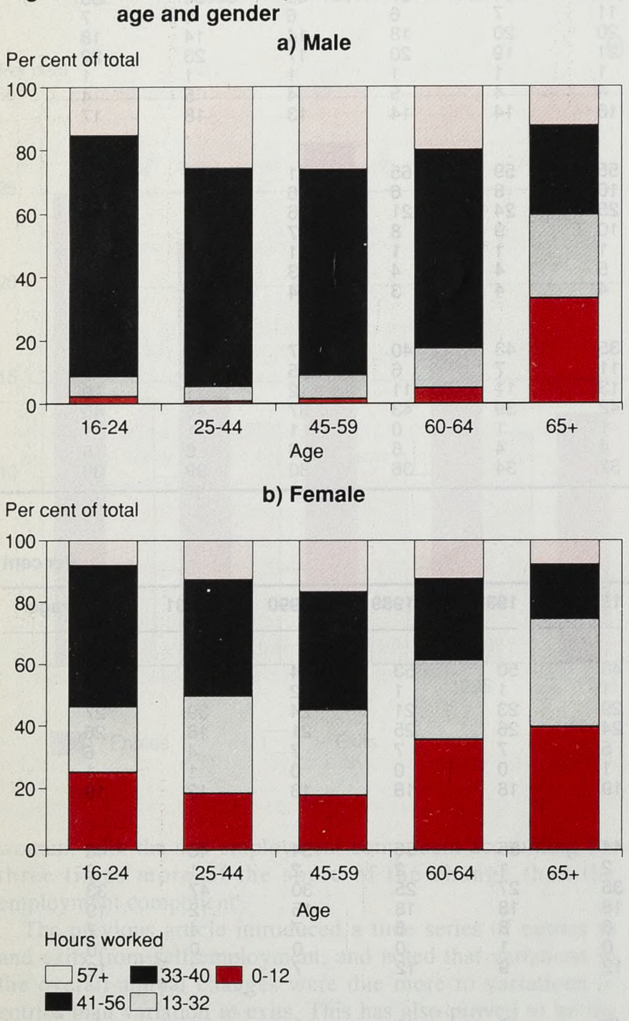
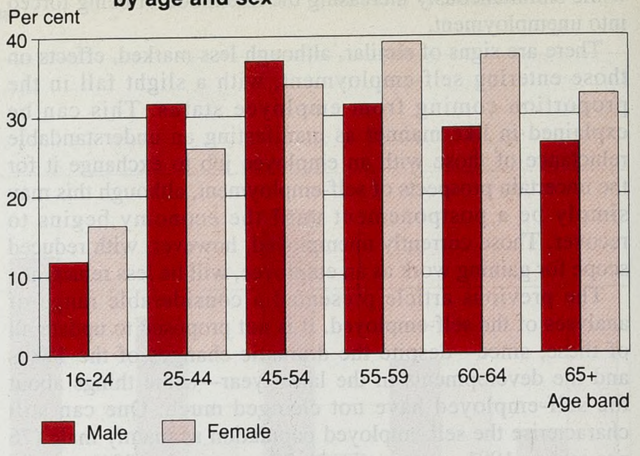


Figure 6 Hours worked by the self-employed, by age and gender



most rapid increases in female self-employment were in the early 1980s, and in more recent years the increases have been similar in proportionate terms to those among the male self-employed.

Figure 7 Proportion of self-employed who employ others, by age and sex



The absolute rise in female self-employment is partly due to the overall increase in the numbers of women in the labour market as a whole. The female self-employment rate has increased relatively little (see *figure 5*) from about 5 per cent in 1981 to just over 7 per cent in 1991, whereas the self-employment rate of males has increased from what was already a much higher figure of 13 per cent to over 17 per cent of all those in employment in 1991.

The relatively small changes in female self-employment rates are confirmed when one looks at the components of the change (*table 7*). Between 1987 and 1990 almost all of the increase for females was due to the increasing numbers in total employment, not as a result of an increase in self-employment rate.

Table 10 shows self-employment as a proportion of all in employment by **age** band. What is most striking is the propensity of people above retirement age to be self-employed. There are also very low rates of self-employment in the youngest age group. The low rates of self-employment among younger people are easily explained as reflecting the need for many to amass both human and financial resources before embarking on self-employment, and the high rates of older people as reflecting both a tendency to retire later and to switch to self-employment around the normal state retirement age. (More light is thrown on these matters by a more detailed examination of entries and exits by age group, as presented in the March 1991 article.)

One would expect that the level of involvement of individuals over retirement age would be less, and this is indeed the case. *Figure 6* shows that the proportion of self—employed working 12 hours a week or fewer is, as predicted, much higher among those over retirement age, and the proportion working long hours much lower. The difference is particularly marked for self-employed men, among whom the proportion working 12 hours or less is less than 5 per cent among those aged 60-64, and jumps to around one in three of those aged 65 and above. *Figure 7* shows that the proportion of self-employed who employ others is lower for those above retirement age, although there are some unexpected features. The fall in the proportion is greater for men than for women, and occurs earlier, with the result that among the self-employed aged 55 and over, women are more likely than men to employ others.

Another implication of the difference in self-employment rates between age groups is that a shift in the age distribution might be expected, other things being equal, to affect the overall trend in self-employment. For example, an increase in the percentage of 16-24 year-olds, who are less likely to be

self-employed, in the general population, would tend to reduce the overall self-employment rate. In fact, as shown in *table 11*, the effect is small, accounting for less than 10 per cent of the overall change.

Self-employment rates also vary considerably with **marital status**, with persons who are married or co-habiting, both male and female, more likely to be self-employed than those who are single. This is in large part attributable to the age distribution of married people, with married people more likely to be aged over 25, and hence more likely to be self-employed. A more significant effect appears to be the number of dependent children. Previous analysis showed that for married women, self-employment rates were generally higher for those with dependent children. *Table 12* shows that this is still the case. It also shows that the effect for married men is rather ambiguous. There are substantially greater self-employment rates among those with dependent children in the 25–34 and 45–54 age groups, virtually no difference in the 35–44 age group, and a large difference in the opposite direction among those aged 16–24. Overall, self-employment rates of married men with dependent children are virtually identical to the rate among those without. (The table is restricted to showing the difference between those with and without dependent children aged under 10, since this was previously found to be the most powerful influence).

The effect is however more complex than this: for women, although those with dependent children are more likely to be self-employed, those that are self-employed are significantly[7] less likely to employ others (*table 13*). Among men, the opposite appears to be the case, although the differences are not statistically significant. The presence of dependent children also affects hours worked; and again the effect differs between men and women. Among self-employed women with no dependent children, 16 per cent work 12 hours or less, and 39 per cent more than 40 hours (*table 14*). Among those with dependent children, far more (27 per cent) work 12 hours or less, and far fewer (23 per cent) more than 40 hours.

There is also a connection between the employment status of couples. *Table 15* shows that people with self-employed spouses are far more likely to be self-employed themselves. For example, 18 per cent of all employed married men are self-employed; but of those with self-employed partners, 49 per cent are self-employed.

The LFS does not directly reveal whether these reflect genuine partnerships, but some indirect support for the common-sense view that they do is supported by *table 16*, which shows that in 75 per cent of cases, the two partners are in the same industry division. It is interesting to note that self-employed couples account for just under one fifth of overall self-employment, but almost one third of total self-employment in distribution, hotels and catering.

The only industry where the association between the

Table 10 Numbers self-employed by age

Thousands and per cent

	1981		1991		Percentage increase 1981–91
	Thousand	Per cent of total employment	Thousand	Per cent of total employment	
Male					
16–24	108	4·2	198	7·9	82
25–44	884	13·8	1,291	17·9	46
45–54	387	14·4	591	21·6	52
55–59	149	11·7	201	19·5	35
60–64	107	13·1	130	19·9	21
65+	90	28·0	100	32·3	12
All	**1,726**	**12·2**	**2,511**	**17·4**	**45**
Female					
16–24	26	1·2	48	2·2	88
25–44	236	5·9	441	8·0	87
45–54	103	5·2	195	8·8	89
55–59	38	4·7	59	8·0	54
60–64	24	7·0	30	9·2	27
65+	24	13·8	31	20·1	26
All	**451**	**4·7**	**805**	**7·2**	**78**
All persons					
16–24	134	2·8	246	5·2	83
25–44	1,120	10·7	1,733	13·6	55
45–54	491	10·5	786	15·8	60
55–59	187	8·9	260	14·7	39
60–64	131	11·3	160	16·3	22
65+	114	23·0	131	30·4	15
All	**2,177**	**9·2**	**3,316**	**13·0**	**52**

Table 11 Components of change in self-employment: age distribution effect

Thousand

	Male	Female	All
Age distribution effect*	134	33	167
Self-employment effect†	651	321	972
Total change	785	353	1,138

* That is, the increase that would have occurred had the proportion of the total population in each age group that is self-employed remained constant.
† That is, the difference between the overall change and the age distribution effect.

Table 12 Self-employed rates of married people, by gender, age and dependent children

Per cent

Age group	Male		Female	
	Number of children under 10		Number of children under 10	
	None	1 or more	None	1 or more
16–24	14·3	9·2	2·5	5·6
25–34	13·9	17·5	5·7	8·7
35–44	21·0	21·5	7·7	11·3
45–54	21·4	26·2	9·1	12·9
All ages 16+	**20·0**	**19·5**	**7·7**	**9·6**

industries of self-employed couples is substantially less is construction. Of self-employed men working in construction whose wives were also self-employed, in only 30 per cent of cases was the wife also in construction. (A larger proportion, 37 per cent, were in other services.)

One might also wonder whether, when both partners are self-employed, both work full-time, or whether one tends to work only a few hours. One possibility for example is that only one partner makes a significant input to the business, with the other 'kept on the books' in order to gain a tax advantage. *Table 17* suggests that this is not commonly the case, since it shows that self-employed married people, both men and women, tend to work longer hours if their spouse is also self-employed.

The differences in self-employment rates between **ethnic groups** is well-documented. *Table 18* updates the earlier analysis, and shows a similar picture to that presented before, with higher rates of self-employment (compared to the White population) among those of Asian origin, much lower rates among those of West Indian origin. *Figure 8* shows how the difference between the White population and the ethnic minority groups has changed over time. The gap widened substantially between 1979 and 1987, and has since narrowed slightly.

Table 13 Proportion of self-employed married people with employees, by gender, age and dependent children Per cent

Age group	Male		Female	
	Number of children under 10		Number of children under 10	
	None	1 or more	None	1 or more
16–24	11·1	23·1	25·2	11·9
25–34	24·8	30·9	26·9	25·7
35–44	38·0	38·5	31·0	23·4
45–54	38·2	37·9	36·1	33·1
All ages 16+	**33·6**	**35·0**	**33·5**	**24·5**

Table 14 Hours worked by married self-employed people, by gender, dependent children Per cent

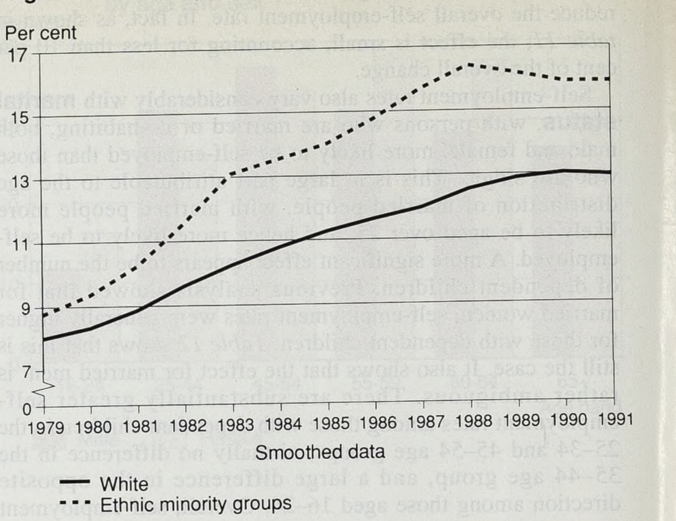
Hours worked	Male		Female	
	Number of children under 10		Number of children under 10	
	None	1 or more	None	1 or more
0–12	3·4	0·3	16·3	27·1
12–32	6·9	4·1	27·5	33·3
33–40	22·8	20·7	17·4	16·2
41–56	36·8	40·5	20·2	13·7
57+	30·0	34·4	18·6	9·7
Total	**100·0**	**100·0**	**100·0**	**100·0**

Table 15 Self-employed rates by activity of spouse Per cent

	Men	Women
Economic status of spouse		
Employee	14·8	5·4
Self-employed	47·8	23·0
Unemployed	14·8	5·8
Inactive	19·4	8·1
All*	**17·4**	**8·3**

* That is, of all men in employment who were married/cohabiting, 17·4 per cent were self-employed. But of those who had self-employed spouses, 47·8 per cent were self-employed.

Figure 8 Self-employment by ethnic origin



The **level of qualification** an individual attains also has an effect on their propensity to be self-employed (see *table 19*). The highest rates of self-employment are among those whose highest qualification is A Level or equivalent, 17 per cent of all in employment, and the lowest rates are among those who have higher education below degree level, 7 per cent. (This heading includes qualifications such as nursing diplomas, which are usually closely associated with employee status). Note that self-employment rates increased for all levels of qualifications.

The proportion of the self-employed who employ others also varies with qualification (*figure 9*), being generally higher for those with higher levels of qualification, with the proportion ranging from 45 per cent of those with a degree or equivalent to 18 per cent of those with CSE below grade 1. All these proportions have dropped since 1981, but there is no noticeable variation in the steepness of the decline.

An alternative analysis of the qualifications data is given in

Table 16 Comparison of industries of self-employed couples Thousands and per cent

	Number self-employed men with self-employed wife	Of which, percentage in same industry division
Industry of man		
0 Agriculture, forestry and fishing	47	80·1
3 Metal goods engineering etc	12	65·1
4 Other manufacturing industries	18	77·2
5 Construction	34	30·4
6 Distribution, hotels and repairs	125	90·9
7 Transport and communications	13	59·1
8 Banking finance etc	39	60·6
9 Other services	25	79·4
All industries	**313**	**74·8**

Table 17 Self-employed married people: hours worked by economic activity of spouse Per cent

	Economic activity of spouse			
	Employee	Self-employed	Unemployed	Inactive
Hours worked:				
Male				
0–15	1·8	2·2	1·0	5·2
16–30	5·1	5·0	5·8	6·3
31–40	34·6	22·3	33·9	30·6
41+	58·5	70·5	59·3	57·9
All	**100·0**	**100·0**	**100·0**	**100·0**
Female				
0–15	31·7	21·3	32·1	32·9
16–30	23·3	25·1	20·8	20·8
31–40	24·0	17·8	16·4	16·4
41+	21·0	35·8	30·7	29·9
All	**100·0**	**100·0**	**100·0**	**100·0**

Table 18 Self-employed by ethnic origin Per cent

	Self-employed as proportion of all in employment		Those with employees as a proportion of all self-employed	
	1979–83 average	1989–91 average	1979–83 average	1989–91 average
Male and female				
White	8·8	13·0	39·2	30·5
Ethnic minority groups	10·3	15·9	45·5	40·2
of whom:				
West Indian/Guyanese	2·6	7·2	29·4	21·3
Indian	13·8	20·2	42·2	42·2
Pakistani/Bangladeshi	17·4	21·9	51·4	37·7
All other origins	10·8	14·8	53·0	45·5
Male				
White	11·6	17·5	40·1	31·2
Ethnic minority groups	13·0	20·5	48·2	42·2
of whom:				
West Indian/Guyanese	4·0	11·3	26·4	17·7
Indian	16·2	25·9	44·6	44·2
Pakistani/Bangladeshi	18·3	24·1	54·4	40·1
All other origins	13·3	17·8	58·0	46·7
Female				
White	4·7	7·3	36·0	28·4
Ethnic minority groups	5·7	9·2	35·1	36·8
of whom:				
West Indian/Guyanese'	1·0	3·1	42·0	34·6
Indian	9·3	11·4	34·3	35·4
Pakistani/Bangladeshi	11·1	14·6	21·5	24·5
All other origins	6·8	10·9	37·8	42·9

Note: It is usual practice to quote for ethnic minority groups as averages of three surveys, in order to give more reliable figures. The need to do so arises partly from the relatively small numbers of respondents from ethnic minority groups in the overall sample, but also from the tendency of the ethnic minority population to be clustered in particular geographical areas.

Table 19 Self-employment rates by highest qualification Per cent

	1981			1991		
	All	Male	Female	All	Male	Female
Degree or equivalent	11·6	12·3	9·3	14·0	15·4	11·2
Higher education below degree	4·9	6·6	3·7	7·1	10·1	4·6
A Level or equivalent	12·1	13·1	7·6	17·4	20·0	10·2
O Level or equivalent	5·9	8·4	4·0	8·7	12·2	6·1
CSE below grade 1	3·7	6·0	1·7	8·2	13·2	3·6
Other qualification	9·2	13·2	5·7	11·6	15·8	7·4
No qualification	8·5	12·6	4·0	13·3	20·1	6·1
All	**8·8**	**12·4**	**6·5**	**12·9**	**20·1**	**6·1**

Note: Persons of working age only: this is, men aged 16–64, women aged 16–59.

Table 20 Qualifications of employees and the self-employed Per cent

	1981			1991		
	Employees	Self-employed	Self-employed with employees	Employees	Self-employed	Self-employed with employees
Degree of equivalent	7·8	10·5	16·1	10·2	11·3	16·5
Higher education below degree	6·0	3·2	3·6	7·4	3·8	4·4
A Level or equivalent	22·4	31·9	30·5	26·9	38·1	34·8
O Level or equivalent	13·6	8·8	9·4	19·9	12·7	12·4
CSE below grade 1	4·9	2·0	1·3	4·2	2·5	1·5
Other qualification	4·1	4·3	4·0	6·3	5·6	4·8
No qualification	41·1	39·4	35·1	25·1	25·9	25·7
All	100·0	100·0	100·0	100·0	100·0	100·0

Note: Persons of working age only, i.e. men aged 16–64, women aged 16·59.

table 20, which shows that the self-employed are generally more highly qualified than employees, and the self-employed who employ others more highly qualified than those who do not. The most noticeable change between 1981 and 1991 is the sharp rise in the level of qualification of those in employment. There was also some narrowing of the gap between employees and the self-employed.

More than 7 per cent of all self-employed said they had **health problems or a disability** which limited the type of work they could do. As reported in the previous article, the rate of self-employment among those with such problems was little different from that among the population generally, and *table 21* shows that this has not changed in the last two years. It also shows that there is little difference in the proportion who employ others, or in the proportion working part-time.

Characteristics of the jobs of the self-employed

The self-employed are concentrated in three **industry divisions**: construction, distribution, hotels and repairs, and

Table 21 Self-employed:effect of health problems Per cent

	Per cent		
	Self-employment rate	Proportion with employees	Proportion working part-time
With health problems*	14·8	26·2	17·8
Without health problems	12·8	30·8	15·3

* That is, those who replied in the affirmative to the question 'Do you have any health problem or disability which limits the paid work which you can do?'

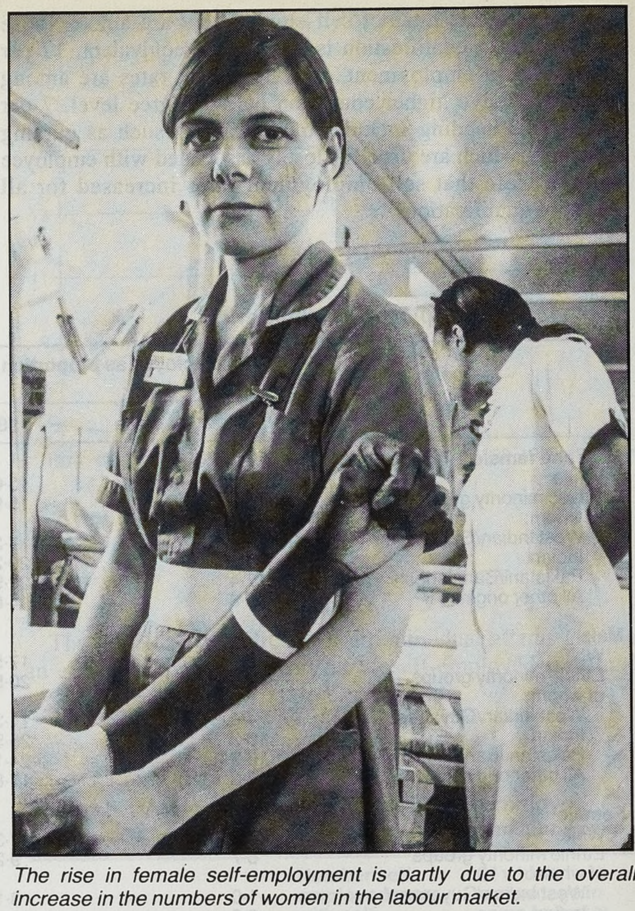


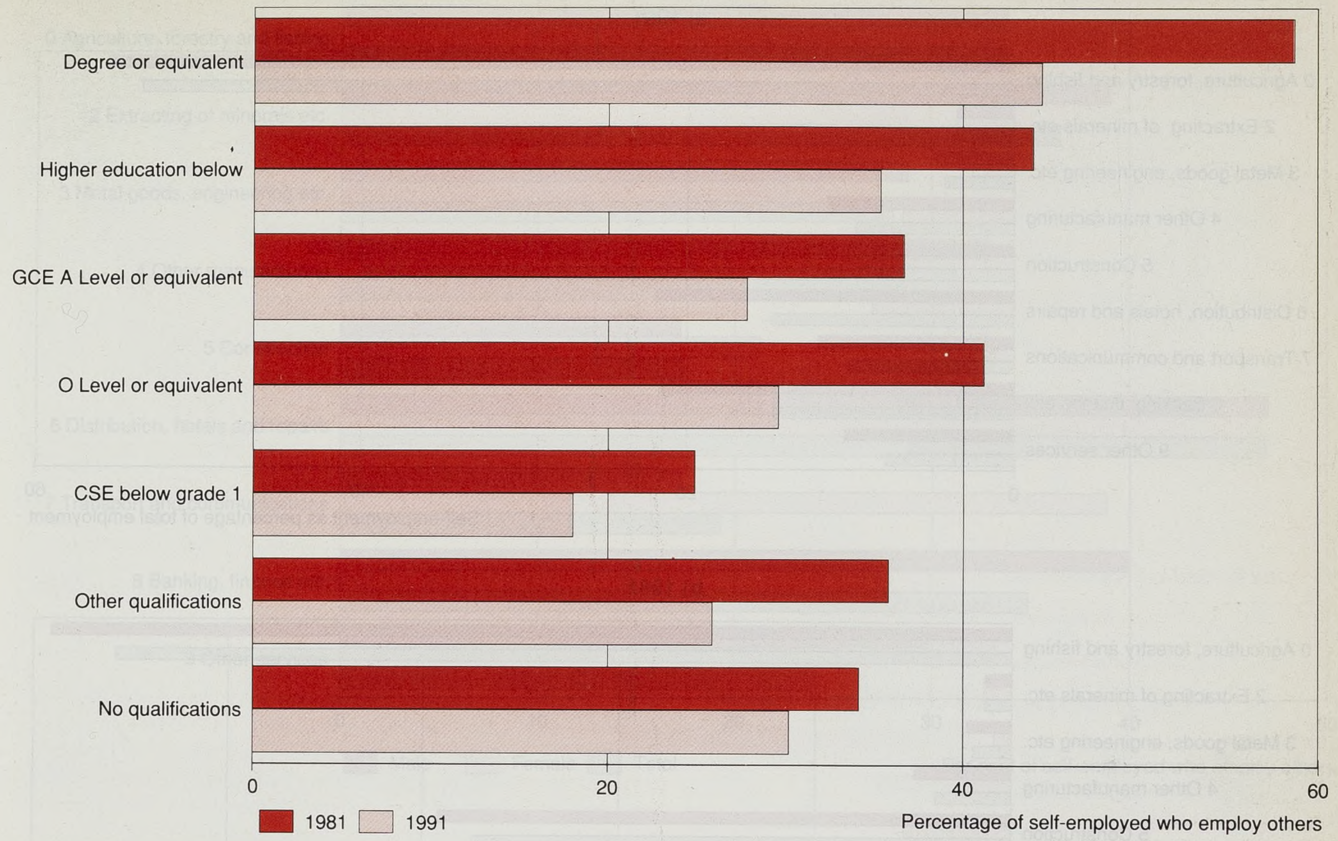
Photo: Jacky Chapman

The rise in female self-employment is partly due to the overall increase in the numbers of women in the labour market.

Table 22 Industry distribution of self-employed and employees Thousands and per cent

	1981		1991	
	Employee	Self-employed	Employee	Self-employed
All persons				
0 Agriculture, forestry and fishing	2	13	1	9
1 Energy and water supply	4	0	3	0
2 Extraction of minerals etc/manufacturing metals	4	1	4	1
3 Metal goods engineering etc	14	3	11	3
4 Other manufacturing industries	12	5	9	7
5 Construction	5	20	5	22
6 Distribution, hotels and repairs	18	32	20	23
7 Transport and communications	7	5	7	5
8 Banking finance etc	8	9	11	13
9 Other services	27	13	30	17
Total = 100 per cent	**21,187**	**2,177**	**21,863**	**3,316**
Male				
0 Agriculture, forestry and fishing	2	14	2	10
1 Energy and water supply	5	0	4	0
2 Extraction of minerals etc etc/manufacturing metals	6	1	5	1
3 Metal goods engineering etc	19	3	16	4
4 Other manufacturing industries	12	4	10	6
5 Construction	9	25	8	29
6 Distribution, hotels and repairs	13	29	16	21
7 Transport and communications	9	6	9	6
8 Banking finance etc	7	9	10	13
9 Other services	18	10	20	11
Total = 100 per cent	**12,212**	**1,726**	**11,639**	**2,511**
Female				
0 Agriculture, forestry and fishing	1	7	1	7
1 Energy and water supply	1	0	1	0
2 Extraction of minerals etc/manufacturing metals	2	1	2	1
3 Metal goods engineering etc	7	1	5	2
4 Other manufacturing industries	12	6	8	7
5 Construction	1	1	2	2
6 Distribution, hotels and repairs	24	47	24	30
7 Transport and communications	3	2	3	2
8 Banking finance etc	9	9	13	12
9 Other services	40	25	42	37
Total = 100 per cent	**8,975**	**451**	**10,224**	**805**

Figure 9 Self-employed with employees by level of qualification



other services. These account for 62 per cent of all self-employed. As *table 22* shows, there are substantial differences between the industry distributions of the self-employed and of employees, with the self-employed much more concentrated in construction, and employees more heavily concentrated in other services. There are marked differences in the industry concentrations of men and women. Two industry divisions (distribution, hotels and repairs and other services) account for 67 per cent of all women self-employed, although this has dropped from 72 per cent in 1981. Men have their highest concentration in construction, which accounts for 29 per cent of self-employed men compared to just 2 per cent of women.

Another way of viewing this is that the proportion of self-employment in all employment varies greatly between industry division, from 40 per cent in construction to 4 per cent in extraction of minerals etc (*figure 10*). The rate for the construction industry has risen from 27 per cent in 1981.

The largest percentage rise in self-employment over the ten years 1981-1991 was in the banking and finance sector, at 119 per cent, though three other divisions also had rises of over 100 per cent. The lowest were in agriculture and in distribution, hotels and repair, which were both 9 per cent.

There are variations by industry in the proportions with employees (see *figure 11*) from 47 per cent in distribution, hotels and repair to 17 per cent in construction. The proportions that employ others are quite similar for men and women, with some notable exceptions: 39 per cent of women in transport and communication employ others while only 17 per cent of men do, and in banking and finance 40 per cent of men do employ others compared to 13 per cent of women.

Another implication of the industry variations is that a shift in the distribution of overall employment towards industries with higher rates of self-employment—in particular a shift from manufacturing to services—will tend to increase the overall self-employment rate. This effect is analysed in *table 23*, which shows that although this can account for some of the increase in self-employment 1981 to 1991, it is a relatively minor factor (but note that this analysis was at the level of industry division; a more disaggregated analysis would undoubtedly show a somewhat higher effect for industry shift, although it is still unlikely that it would account for more than a small proportion of the total change).

Regions

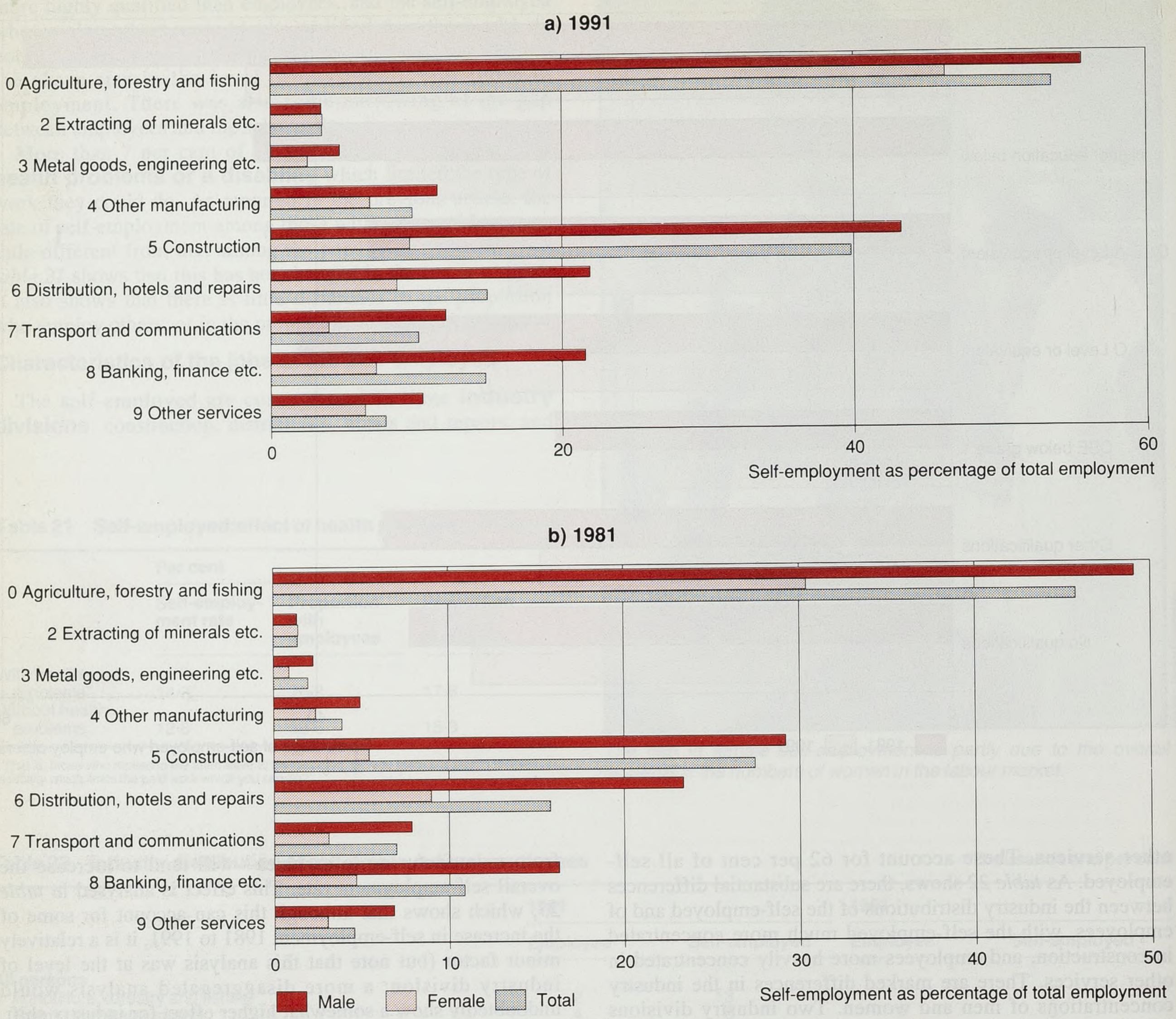
Regional differences in self-employment are not as great as sectoral differences. Self-employment rates range from 16 per cent in Wales and East Anglia down to 9 per cent in the North (*figure 12*).

The region with the largest proportionate increase between 1981 and 1991 was Scotland with 65 per cent followed by East Midlands with 63 per cent, the lowest was 28 per cent in the North (*table 4*). There are now over 1 million self-employed in the South East alone.

Differences in trends by industry suggest that the industry mix of a region could be important: the experience of a region with a strong manufacturing base is likely to be different from that of a region heavily reliant on construction and services. There are two ways in which the industry mix will have an effect.

The first is in its influence on the overall self-employment rate: it is reasonable to suppose for example that the higher than average self-employment rate for the South East owes something to its reliance on construction and services, and the low rate for the North is attributable in part at least to its concentration of manufacturing industry. In fact, as *table 24*

Figure 10 **Self-employment rates, by industry and gender**



shows, variation in the industry mix does account for some of the regional variation in overall self-employment rates[8]. The actual self-employment rates vary by 9.3 percentage points, from 9.1 per cent in the North to 18.4 per cent in the South West, while the rates standardised for industry mix vary by 6.7 percentage points. On the other hand, even allowing for the effect of industry mix, the South West still has the highest self-employment rate, and the North almost the lowest. It is of course likely that, had the industry mix been taken at a more detailed level, the effect would have been greater; but the sampling error in LFS estimates of self-employed within a

Table 23 **Shift-share analysis: effect of change in industry mix on national self-employment rate** Per cent

	Male	Female	All
1981 self-employment rate	12·2	4·7	9·2
1991 self-employment rate	17·4	7·2	13·0
Increase	5·2	2·4	3·7
of which:			
Industry shift effect*	1·2	0·1	0·6
Residual	4·0	2·3	3·1

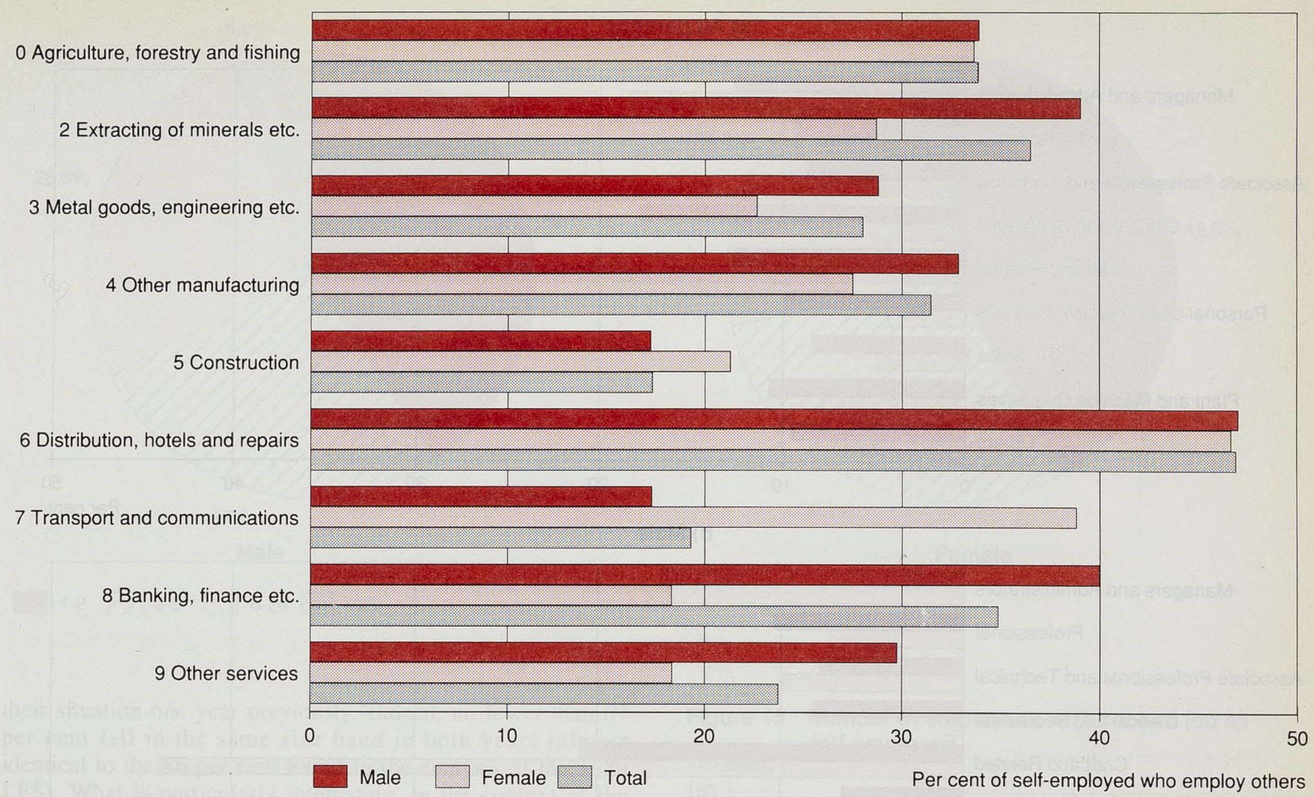
* The change in the overall self-employment rate which would have occurred, had the self-employment rates within each industry remained unchanged from 1991.

Table 24 **Shift-share analysis: effect of industry mix on regional self-employment rates**

	Self-employment rate (actual)	Standardised self-employment rate*
South East	13·0	14·2
East Anglia	14·1	13·8
South West	18·4	16·4
West Midlands	11·4	12·4
East Midlands	12·8	13·3
Yorkshire and Humberside	11·5	11·8
North West	11·7	12·2
North	9·1	9·9
Wales	13·3	13·1
Scotland	10·0	9·7

* The overall regional self-employment rate which would be obtained if the industry structure in each region were identical to the national average, but the prosperity for self-employment within a given industry in a region were as observed.

Figure 11 **Proportion of self-employed with employees, by industry and gender**



region broken down in more detailed industry groups is so large as to make such an analysis pointless. What the analysis in *table 24* shows is the effect of variations in the basic mix of industries: it is possible that there is a more substantial, but relatively difficult to measure effect, due to more subtle variations in industry mix.

The second effect is on the overall increase in self-employment. Here, the effect is more marked, as shown by *table 25*. This shows that the only region to benefit from its industry mix, relative to the national average, was the South East[9]. The largest effect was in Wales, where the overall change was half what it would have been, had it had the same industry mix as the rest of the country, and had the experience of each industry in Wales remained as observed.

A different way of classifying jobs is by **occupation**. The March 1991 article showed that the occupational distribution of the self-employed as a whole was difficult to interpret, because of the high proportion classifying themselves as managers. *Figure 13* presents an occupational analysis of the self-employed **without employees**, compared with that of employees, which gets round this difficulty to a large extent. The principal differences in the overall distributions are a much higher proportion of employees in clerical and secretarial occupations, and a much higher proportion of the self-employed without employees in craft and related occupations. Unlike the comparison in the March 1991 article, there is only a fairly small difference in the proportions in managerial and administrative occupations. Indeed, it is rather surprising that so many of the self-employed without employees described their occupation as managerial /administrative.

The most interesting point to emerge from the analysis for males and females is that among women, those self-employed without employees are far more likely to be in managerial

Figure 12 **Self-employment rates by region**

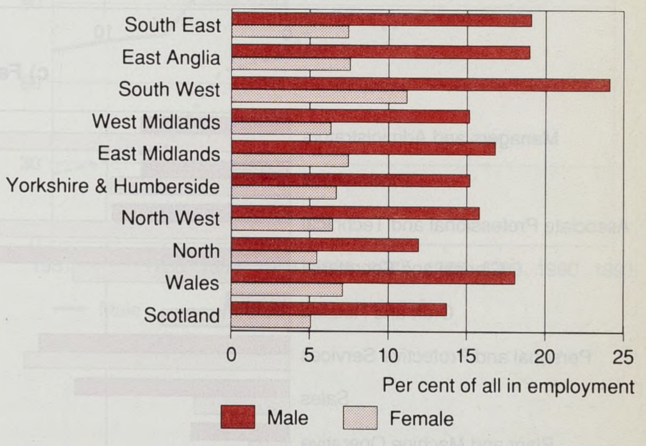
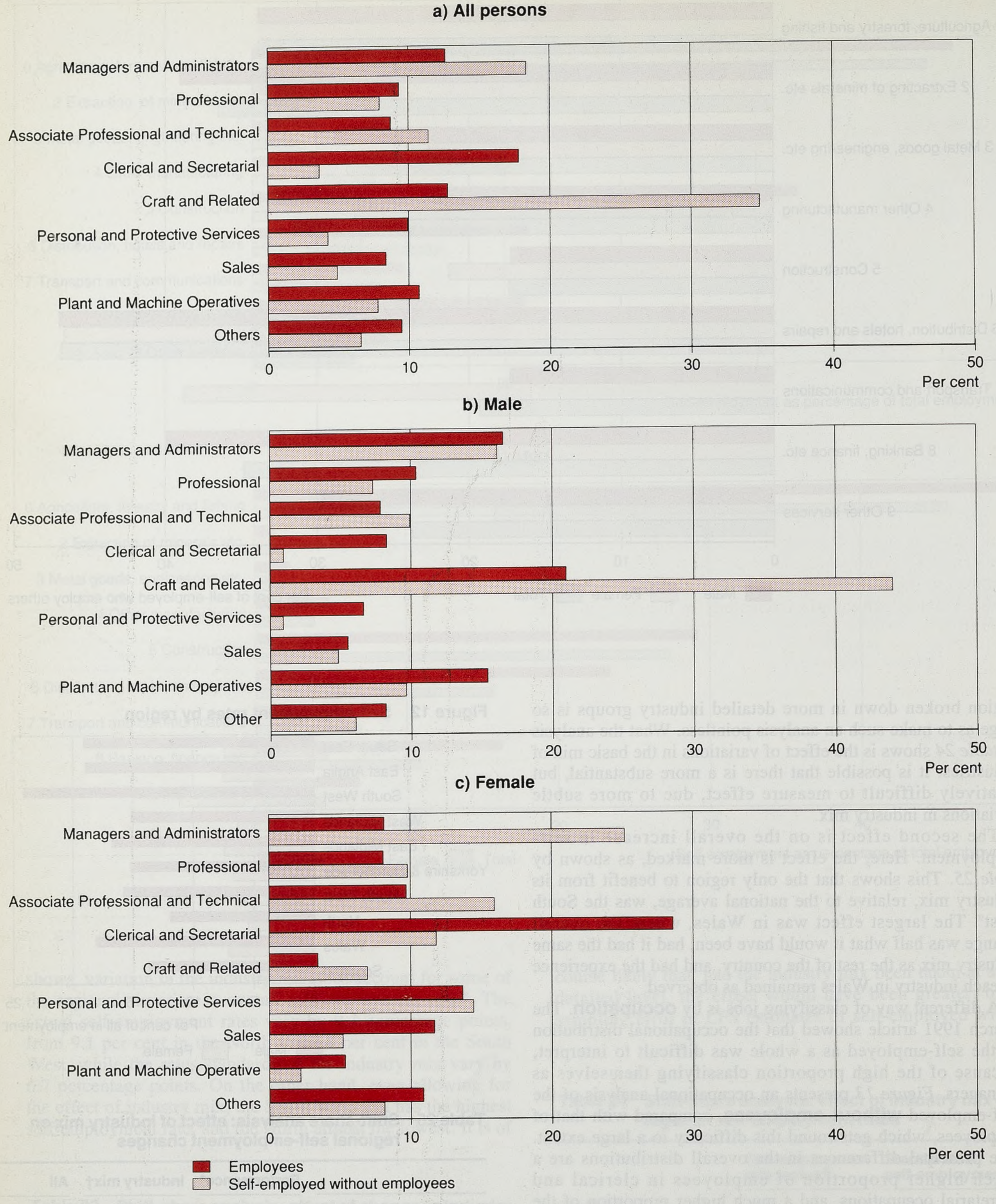


Table 25 **Shift-share analysis: effect of industry mix on regional self-employment changes**

	Performance*	Industry mix†	All
South East	51·2	5·7	57·0
East Anglia	66·0	−12·7	53·2
South West	54·6	−8·0	46·6
West Midlands	64·4	−8·8	55·7
East Midlands	71·1	−8·6	62·6
Yorkshire & Humberside	66·1	−13·1	53·0
North West	48·8	−4·6	44·2
North	52·4	−24·2	28·2
Wales	68·3	−33·0	35·3
Scotland	79·8	−14·5	65·3

* The change which would have occurred had the industry mix of self-employment been identical in each region, and the growth rates for each industry within region as observed.
† The difference between the performance component and the recorded change—that is, the effect of the mix of industries in the region.

Figure 13 Occupational distribution of employees and self-employed without employees



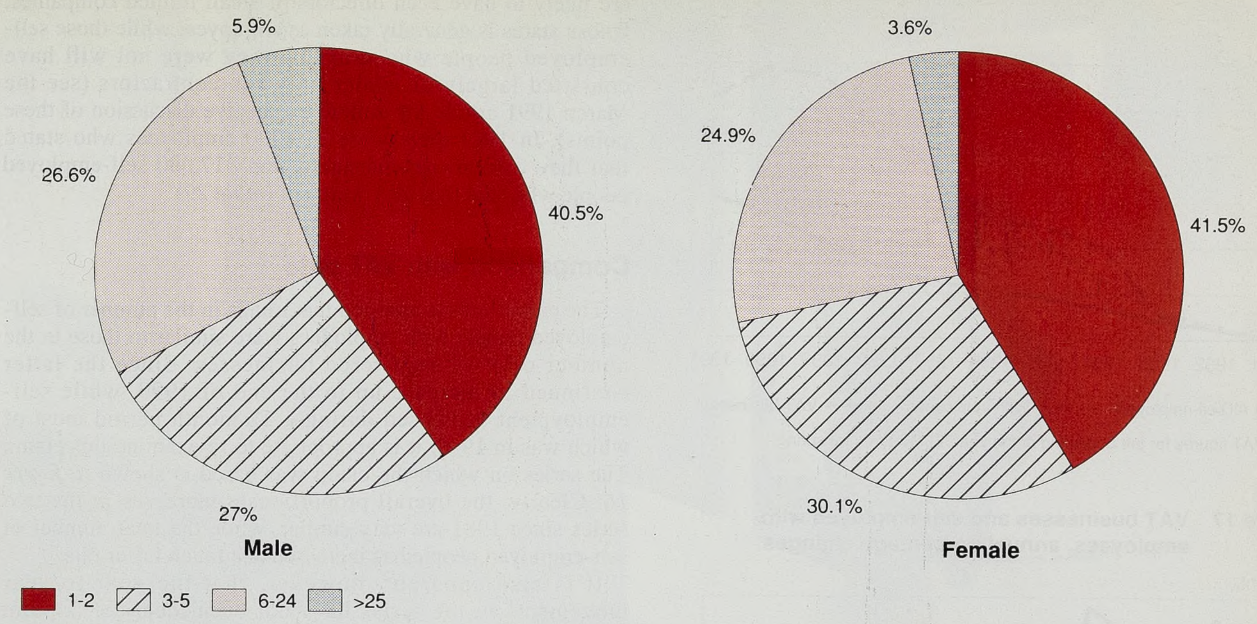
occupations than employees, while for men there is no difference in the proportions.

Self-employed as employers

The proportion of self-employed who employ others has declined substantially since 1981 (*table 3*). The number of people whom they employ is shown in *figure 14*. This underlines the very small proportion who employ significant numbers of employees.

The LFS allows a comparison of the number of employees of the self-employed in the current and previous years. *Table 26* shows that, as found in the previous article, the overwhelming majority of self-employed people show no change in the number of people they employ, compared to their situation one year previously. Indeed, no fewer than 87 per cent fell in the same size band in both years (almost identical to the 86 per cent found in the analysis of the 1989 LFS). What is particularly interesting, in the context of the overall fall in self-employment, is that there is a reduced number of respondents reporting increased employment (122,000 as against 162,000 before) and an increased number reporting reduced employment (309,000 as against 272,000).

Figure 14 Self-employed with employees, by number employed



Second jobs

Apart from those whose main job is self-employment the LFS also has information on those people who have 'second jobs' (see *table 27*). The main interest in the current context is in those whose main jobs were as employees, and whose second jobs were in self-employment (since these are people who are involved in self-employment, but not counted in the usual total). In 1991 there were 236,000 such people, 135,000 men and 101,000 women.

The numbers have increased very substantially since 1981 (*figure 15*), although—as with the self-employed total—there

Figure 15 Number of employees with second job as self-employed

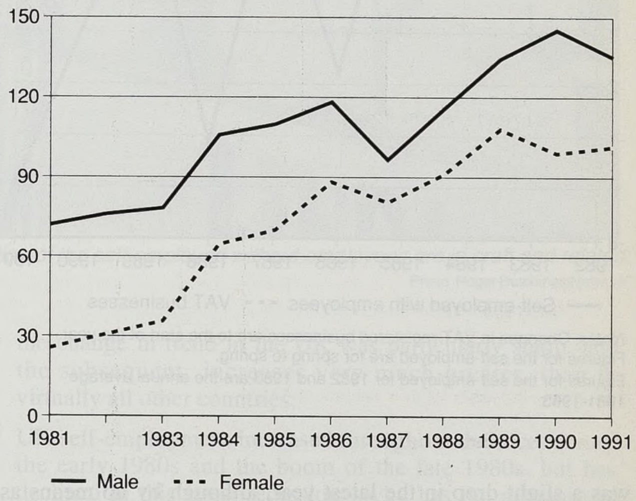


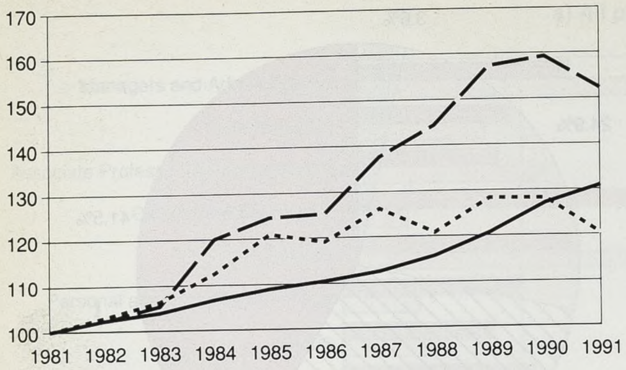
Table 26 Number of employees in current and previous year — Thousands

Number in previous year	Number in current year: None	1–2	3–5	6+
Male and female				
None	2,042	68	17	15
1–2	57	302	13	2
3–5	31	18	221	7
6+	164	16	23	286
Male				
None	1,529	53	14	13
1–2	48	230	10	2
3–5	22	14	163	4
6+	127	13	19	225
Female				
None	513	15	3	2
1–2	9	72	4	0
3–5	9	4	58	2
6+	37	3	4	61

Table 27 Number of people with second jobs — Thousands

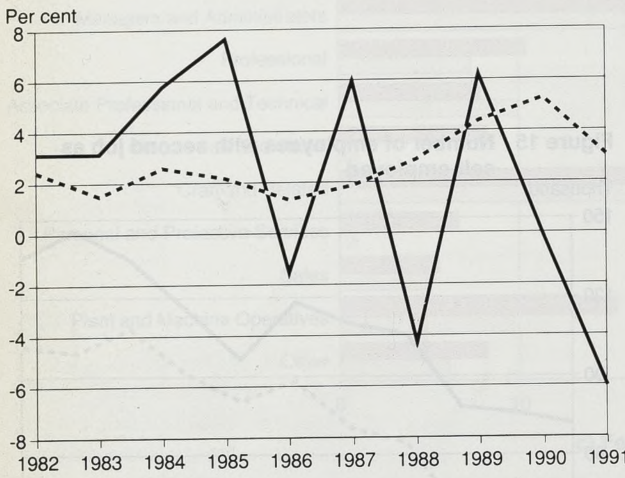
Employment status in main job	Number with second job	of which as: Employee	Self-employed
All persons			
All in employment	1,074	737	336
Employee	884	647	236
Self-employed	171	72	98
Male			
All in employment	501	291	209
Employee	373	238	135
Self-employed	121	48	73
Female			
All in employment	572	445	127
Employee	510	409	101
Self-employed	50	25	25

Figure 16 Comparison of LFS and VAT data, 1981=100



Note: VAT figures for the beginning of the year, LFS figures for spring.

Figure 17 VAT businesses and self-employed with employees, annual percentage changes



Notes: Changes in VAT registered businesses are to the start of the year.
Figures for the self-employed are for spring to spring.
Figures for the self-employed for 1982 and 1983 are the annual average 1981-1983.

was a slight drop in the latest year, although by no means as large as the drop in overall self-employment.

It is also interesting to note that the number of people whose main job was as a self-employed person and who also had a second job was 171,000 in 1991, compared with 67,000 in 1981.

Table 28 shows the numbers seeking a new job. The overall pattern is similar to that reported before, with employees much more likely to be seeking a new job than the self-employed, very few employees seeking a move to self-employment, and a small majority of the self-employed seeking a move to employee status. Compared with the previous analysis however, the proportion of employees seeking a move to self-employment fell slightly, while the proportion of the self-employed seeking a move to employee status increased. This is absolutely consistent with the analysis of *tables 8* and *9* reported above.

Since 1989, the LFS has asked respondents whether they were the owner/manager of the business in which they were employed (limiting the question to the self-employed and to managers in workplaces employing fewer than 25 people[10]). The interpretation offered in the previous article was that those employees who said that they were the owner/manager are likely to have been directors of small limited companies, whose status is generally taken as employee; while those self-employed people who said that they were not will have consisted largely of labour only sub-contractors (see the March 1991 article for a more exhaustive discussion of these points). In 1991 there were 210,000 employees who stated that they were owner-managers, and 817,000 self-employed people who said that they were not (*table 29*)

Comparison with VAT data

The earlier article asserted that trends in the number of self-employed people with employees were similar to those in the number of VAT-registered businesses. Since the latter continued to increase up to the end of 1990, while self-employment decreased during a 12-month period most of which was in 1990, it is appropriate to re-examine this claim. The series on which the claim was based is shown in *figure 16*. Clearly, the overall proportionate increases in the two series since 1981 are very similar, while the total number of self-employed people has increased at a much faster rate

It is also apparent, however, that the year to year movements in the series have not been identical, a point which is emphasised by *figure 17*. This shows that this latest year is not the first time that the number of self-employed with employees has fallen, while VAT-registered businesses have continued to rise. It has to be stressed that the two series are measuring related, but ultimately different things, and although one can expect long-term trends to bear some similarity, short-term changes are quite likely to differ substantially.

Table 28 Those seeking new job, by current and desired employment status Per cent

Current status	Proportion seeking new job	Of which: as employee	Of which: as self-employed
Male and female			
Employee	6	95	5
Self-employed	3	61	39
Male			
Employee	6	94	6
Self-employed	3	59	41
Female			
Employee	6	97	3
Self-employed	2	73	27

Table 29 Employment status by whether or not owner/manager Thousands

Whether owner/manager	Employee (workplace with fewer than 25 employees)	Self-employed
All persons		
Yes	210	2,425
No	7,218	817
Male		
Yes	172	1,840
No	3,141	610
Female		
Yes	38	584
No	4,077	207

* This figure includes those who said they were not the owner/manager of the business in which they worked, plus those who were not asked the question because they did not describe themselves as a manager. It excludes those who said there were more than 25 people employed at their workplace.

Photographers in action during the recent General Election. A high proportion of the self-employed without employees are in craft and related occupations. Photo: Roger Hutchings/Network

The determinants of self-employment

Following the fall in the latest year for which we have data, the question of future trends has more immediate interest than it has for some time. It is not the purpose of this article to make any forecasts, but it is appropriate to review some of the competing theories of the way in which self-employment is determined, and to examine how well they stand up to the data presented here.

It should first be clarified that the following discussion refers primarily to the self-employment **rate**. Other things being equal, one might expect self-employment numbers to rise or fall in line with total employment; what is more interesting is to focus on the differences in trends between employees and the self-employed or equivalently on trends in the proportion of total employment which is self-employed.

The first test of any theory is how well it explains past changes. While even a theory which provides an exact explanation of the past may not be a good basis for prediction, it is certain that one which does not explain past data can be of little value for forecasting.

There are several particular aspects of past self-employment changes which we would hope to find reflected in an ideal model:

- the long-term decline in self-employment/ small firms turned round in the late 1960s or the 1970s, in most—but not all—industrial countries;
- the change in trend in the UK was particularly sharp, and the subsequent increases very much greater, than in virtually all other countries;
- UK self-employment increased throughout the recession of the early 1980s and the boom of the late 1980s, but has declined in this latest recession—why has the response to recession been different?

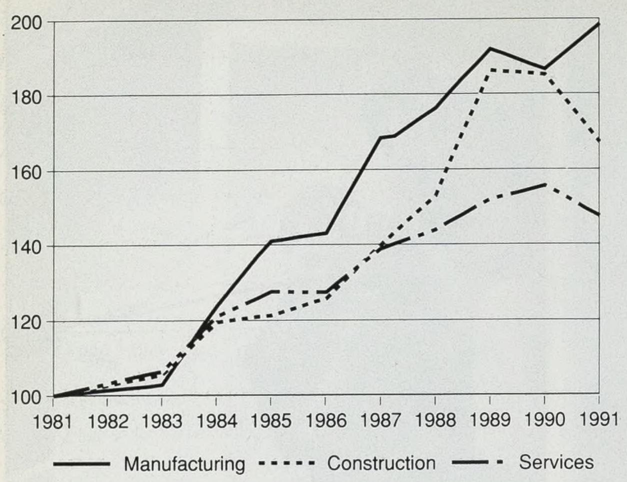
To this one might add a further point:

- why does the level of self-employment differ from one country to another?

There are a considerable number of different theories which have been advanced to explain self-employment changes, with varying degrees of success, although nobody to date has specifically addressed all four of the above points. To describe them all fully is beyond the scope of this article, and it has been done elsewhere[11]—but the key features are as follows. (This list is not necessarily exhaustive. It should also be stressed that the headings are not mutually exclusive.)

Changes in the structure of demand The simplest view of this is that there has been an overall shift in demand, and hence employment, to sectors where self-employment has always been more common—most commonly viewed as a simple shift from manufacturing to services. As has been demonstrated above (*table 23* and the accompanying text), evidence of such an effect can be found in the LFS data, and it

Figure 18 Manufacturing, construction and service sector self-employment, 1981=100



seems possible that the overall effect is rather greater than can be ascertained from an analysis at broad industry level[12]. Even within a very specific industry heading, there are ways in which demand can shift in such a way as to encourage self-employment. The best-known hypothesis, which applies principally to manufacturing, is embodied in the notion of the 'second industrial divide' propounded by Piore and Sabel[13]. This asserts that there has been an increase in demand for specialised/customised products, which can best be met by small firms and the self-employed. One factor which facilitates this, and which applies more generally than just to manufacturing, is:

Technological advances In a number of fields, technological advances have made it possible for smaller firms to compete on a more nearly equal footing with large firms. One example of this[14] is the way in which the advent of powerful desktop computer has enabled small consultancy firms to provide the same sophistication of analysis and quality of presentation as their larger competitors.

Fragmentation of larger firms This covers several points. Firstly, it is an observed fact that many larger firms in the 1980s have sub-contracted more of their work, in particular peripheral functions such as catering and cleaning. The theoretical explanation of this phenomenon is that there have been relative shifts in the transaction costs incurred in providing certain services from outside rather than inside the firm. A concrete instance of this is the costs of making an employee redundant[15], which can be avoided by using self-employed sub-contractors. Another possible influence is similar to that in the preceding paragraph, i.e improvements in communications. It is possible of course that there has been little or no change in the transaction costs, but that increased competition has caused large companies to examine their organisation more closely. Alternatively, it can be seen as a response by larger firms to the recession of the early 1980s[16].

A different type of fragmentation occurs when firms withdraw from peripheral—and less profitable—markets, either in terms of their geographical coverage or their product range, thus leaving niches to be filled by smaller firms. The primary justification for such moves will be to maximise profitability.

The economic cycle This is potentially the most complex set of explanations. The primary reason for this is that short-term changes in the economy have conflicting effects on self-employment. On the one hand, a prosperous economy offers more opportunity for individuals to become self-employed and to make a reasonable living. In part this is because demand for all goods and services is greater in times of economic growth; but also it can be argued that demand for non-essentials is particularly affected, and that self-employment is disproportionately concentrated in sectors supplying such non-essentials.

On the other hand, there is no doubt that at an individual level, unemployment—or the fear of it—can be a spur to becoming self-employed—and of course unemployment will tend to rise as total demand falls. It has been suggested in the past[17] that self-employment growth in the first half of the 1980s could be largely explained as a response to the rise in unemployment in that period. Since those theories were propounded, however, we have witnessed a continuing rise in self-employment during a period of falling unemployment and, most recently falling self-employment during a period of rising unemployment. This tends to suggest that other factors have a bearing on which of the two effects dominates.

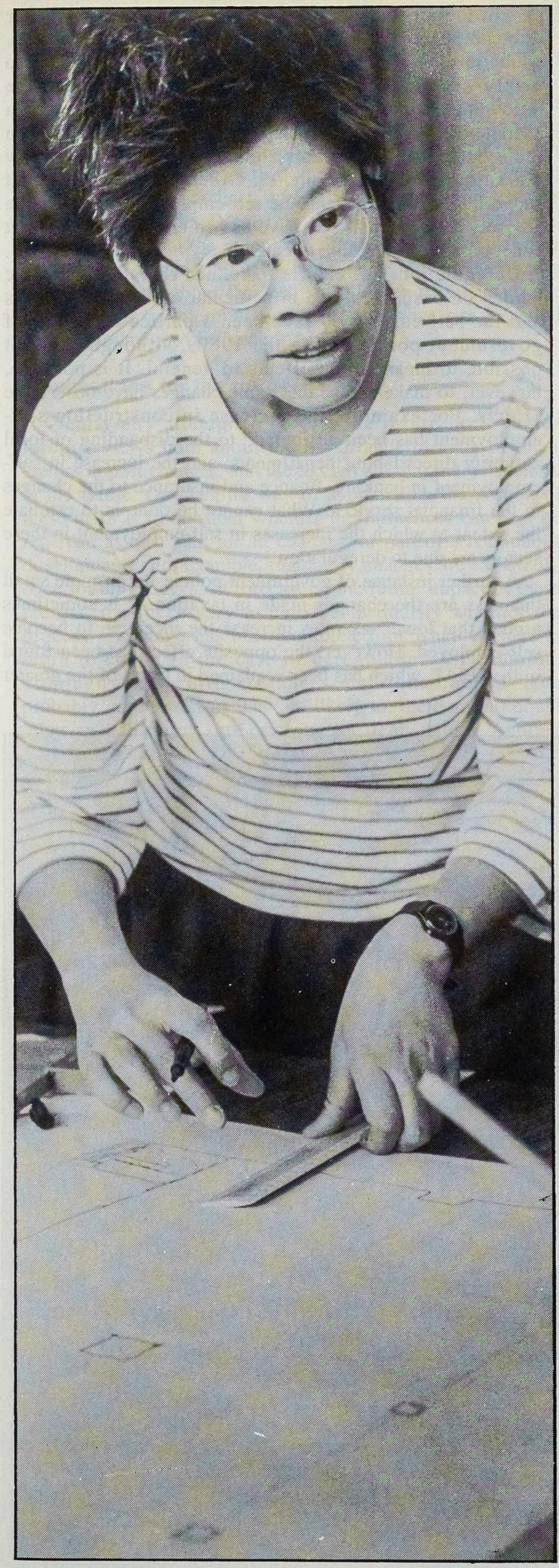
An explanation which has been advanced for a number of recent economic developments, and which could be considered as an explanation for the different response of self-employment, is that the latest recession was 'different' to the previous one, in that it has affected primarily the service and construction sectors and the South, rather than manufacturing and the North. The simple explanation would be if manufacturing self-employment fell in the early 1980s, and non-manufacturing self-employment in the late 1980s: because of the predominance of non-manufacturing in the total, this led to an overall increase in the early 1980s, and a net decrease in the late 1980s. Unfortunately, it is not that simple. Although it is certainly true that the fall in self-employment in the latest year was disproportionately concentrated in the non-manufacturing sectors (see *table 5* above), it is also the case that manufacturing self-employment rose throughout the recession of the early 1980s (*figure 18*).

This is shown in more detail in *table 30*. This shows that there were indeed some differences in the pattern of total employment change, although not as great as some might suppose. Between 1981 and 1983, employment fell sharply in manufacturing and construction, while rising slightly in services; there was a much sharper fall in the North West than in the South East. In 1990-91 the steepest fall was in construction; although there was a fall in service sector employment, it was much less. There was again a greater decline in the North West than in the South East.

There were substantial differences in the relationship between self-employment and overall employment changes. In the earlier period, self-employment rose everywhere, even when employment was falling; in the later period there was a much more complex pattern. Self-employment in manufacturing rose, despite the overall fall in manufacturing employment; construction self-employment fell at about the

Table 30 Comparison of employment changes 1981–83 and 1990–91

	1981–83		1990–91	
	Self-employment	Total employment	Self employment	Total employment
South East	+4·3	−1·9	−9·1	−0·4
North West	+3·2	−5·9	−1·0	−1·8
Great Britain	+5·0	−3·0	−4·8	−3·4
Manufacturing	+2·7	−10·8	+6·6	−5·7
Construction	+5·4	−4·4	−9·7	−9·9
Services	+6·4	+0·7	−5·2	−1·7



An architect at work. One reason why women find self-employment attractive, it is suggested, is because it enables them to combine work with family commitments. Photo: Sheila Gray/Format

same rate as total construction employment; service sector self-employment fell considerably faster than total service employment. Regionally, the fall in self-employment in the North West was a little less than the fall in total employment, while in the South East it was much greater.

A further complication is the longer-run effect of economic growth. It has long been held that self-employment declines (as a proportion of total employment) as an economy develops[18]. This is related to the consideration of the effects of the economic cycle, in that a common proxy for a country's stage of economic development is its output per head of population. On the face of it therefore, it would seem that if this theory is valid, then self- employment could be expected to rise during periods of recession, but this is not necessarily so. The long-run and short-run effects do not necessarily have to be in the same direction—that is, even if self-employment is negatively associated with national output in the long-term, it is still possible for it to fall below trend during a recession. It might of course be argued that output per head is not the only, or the best yardstick for gauging economic development.

On the face of it, the hypothesis that self-employment will decline with economic development does not match well with the theories of the second industrial divide. An intriguing speculation is that the relationship between self-employment rates and economic development is in fact U-shaped, declining up to a certain point and then rising again. It could be that this has not been realised before, simply because the developed economies have only recently reached the point at which the increase begins.

Labour supply/ demographic effects There are a number of points which can be included under this heading. An important one is the role of women, which impacts on self-employment in several ways. Firstly, it is clear that the rate of self-employment among women is substantially less than among men, despite changes during the 1980s, so that, other things being equal, increases in the proportion of women who are economically active will tend to reduce the overall self-employment rate. The projected further increases in female participation in the labour force[19] during the 1990s are likely, other things being equal, to increase the share of women in total self-employment, and hence decrease the overall self-employment rate.

On the other hand, it has long been suggested[20] that self-employment can be an attractive option for women, either because discrimination limits their options as an employee, or because it gives them improved flexibility to combine working with family commitments. The latter point at least is given some support by the analysis in *table 12*, showing greater self-employment rates among women with dependent children than those without, and *tables 13* and *14*, showing that self-employed women with dependent children tend to work shorter hours and are less likely to employ others. (Note also that, as stated in the March 1991 article, almost 50 per cent of female entrants to self-employment in the 25–44 age group were previously economically inactive.) To the extent that increases in female participation are concentrated among 'women returners', with family commitments, there will be an upward influence on female self-employment rates, and possibly even overall self-employment rates. However, if such a mechanism were a significant influence, one would expect to find a connection between increases in female participation rates and increases in female self- employment rates. In fact, as *figure 5* shows, the greatest increases in female self-employment rates were in the early 1980s, whereas participation rates were if anything greater during the late 1980s.

As has been described earlier, the age distribution of the self-employed differs markedly from that of employees, with a disproportionate concentration in the 35–49 age group. It might therefore be supposed that shifts in the age distribution in the general population may affect self-employment. In fact, as is shown in *table 11*, the effect is fairly small. (This is in contrast to studies of US self-employment data[21], which have found this to be a major factor.)

One final point which can be included here is the observed tendency for the offspring of self-employed parents themselves to be more likely to be self-employed[22]—what has been dubbed the 'inter-generational inheritance' effect. This would imply that self-employment increases have a certain momentum: with more people becoming self-employed, the following generation will have an increased tendency to self-employment from this factor. Such an influence is liable of its nature to be self-perpetuating.

Start-up capital The importance of having available capital with which to start in self-employment has been investigated by a number of authors. With particular regard to modelling self-employment, Robson and Shah[14] found that much of the rise in self-employment in the first half of the 1980s was attributable to increases in the level of personal sector liquid assets. In other contexts, a number of authors[23] have found an association between levels of home ownership (a common source of capital is the equity in the family home) and new firm formation rates.

Government policy to promote self-employment/ small businesses. This has a number of aspects to it. Some of them are very hard—if not impossible—to measure, so that although there is broad agreement that policy has played some part in the increase in self-employment, there is no clear estimate of the importance of this factor. The first element, which is relatively easy to estimate, is direct assistance to newly self-employed people through the Enterprise Allowance Scheme[24]. Since its introduction in 1982, an average of over 60,000 people a year have been accepted on the scheme. This represents about one in eight of all new entrants to self-employment[25]. Other policies[26] aimed at supporting small firms and the self-employed, including free advisory services, will also have had an effect, but one that it is not possible to measure directly.

Deregulation, i.e. efforts to reduce the administrative burden on businesses, and in particular on small businesses and the self-employed, have been a particular feature of government policy during the 1980s, although it is not possible to measure the effects in general. It is possible, however, to make a case that some changes have observable effects. For example, the increase in construction self-employment has been attributed[27] to the disbanding of local authority direct labour departments; and the increase in self-employment in banking, finance and insurance to the changes in the financial services. What cannot be done is to estimate the extent to which the increases in self-employment in these sectors are due to deregulation.

A further instance of government policies to promote small business are the changes made in taxation. It is sometimes argued that lower tax rates increase the incentive to become self-employed. However, the opposite effect has been found in the USA[28], which has been explained in terms of the greater incentives/ opportunities for tax avoidance when the marginal rates are high/ complex arrangements for allowances exist. This is a powerful example of the difficulties inherent in investigating the determinants of self-employment.

A final aspect of government policy is the fostering of the 'enterprise culture'. Can it be said that this has led to more positive attitudes to self-employment, and hence greater numbers of people taking this option? Yet again, it is hard to believe that there has been no effect at all, but estimating its size is problematic. Data from the British Social Attitudes Survey[29] show that the proportion of people who say that they are actively considering self-employment remained virtually unchanged throughout the 1980s—although it is hard to see how this can be interpreted, given the massive rise in actual self-employment over the period.

Self-employed people who employ others are generally more highly qualified than those who do not. Photo: Jenny Matthews/Format

Implications for the future

Clearly any attempt to predict the future necessitates forming views both about the importance of each of these factors in past changes, and the likely path that the will follow in the future. One helpful way of approaching the second of these tasks is to consider whether the influences can best be regarded as once and for all changes, or part of a continuous development. For example, regulatory changes are essentially once for all changes. In forecasting the future impact of these factors, it is necessary to consider primarily whether the process of change has been completed, or whether there is more to come. In the case of deregulation for example, although the specific instances mentioned above have probably gone as far as they are likely to, there are no doubt other areas offering further scope for deregulation. Another feature of such factors is that they are difficult to measure continuously.

A model incorporating such transient effects is unlikely to be completely satisfactory, in that the size of their influence is generally determined by looking at remaining changes in self-employment after allowing for all other measurable influences.

The effect of the economic cycle on the other hand is of a continuing nature. The state of the economy can readily be measured—usually by an index of Gross Domestic Product—and the future course of this is forecast independently.

Summary and conclusions

There are many hypotheses regarding the influences determining self-employment trends, and some support for most of them from individual case studies or small ad hoc surveys. A number of authors have also managed to find support for them by explaining overall self-employment trends in terms of variation in these influences. None of the models proposed however has succeeded in answering all of the questions posed above; although it would of course be unfair to expect them to have accounted explicitly for the recent fall in self-employment, given the very short time that has elapsed since the results were first published, there is no complete explanation of the data up to 1990.

The difficulty of predicting future changes in self-employment is made apparent by the range of factors which appear to have some influence, and by the very different models produced by different researchers. The task is further complicated by the fact that while some of the factors, such as GDP for example, are relatively easy to measure, to incorporate into a model, and to predict, others such as shifts in the composition of demand, or deregulation, are not. A model incorporating deregulation as an explanatory factor is more likely to be qualitative, and it is very difficult to formulate useful statements about the past or future scale of the changes or their effect.

A deficiency of the available self-employment data, which limits the effectiveness of modelling, is that the data on flows is of relatively poor quality, so that it is necessary to model the total number of self-employed. Since the factors discussed above act through entries and exits, it is reasonable to suppose that if one were able to model those directly, a better understanding of the processes would be possible.

A possible explanation which seems to fit the available data in broad terms is that while many of the factors tending to increase self-employment rates have been present in many countries, the UK has been unusual in that they have all been present, and have worked to reinforce each other[30]. Among such factors is government policy, which has arguably worked to correct to some extent the barriers to self-employment which existed before, and to bring about substantial changes in the structure of several important sectors. This type of model could explain why the increase in the UK was so much sharper than elsewhere, that is because it was starting from a low base—as evidenced by the low rate of non-agricultural self-employment in the UK in 1979 (*table 6*).

Moreover, many of these influences could be seen as once-for-all changes, which have probably more or less worked through: this would explain the differing response to the two recessions of the 1980s—in the first, any recessionary effects were swamped by the one-off changes; in the latest, the pace of such changes has dwindled to the extent that they are themselves dominated by recessionary effects.

Support for the hypothesis that the one-off changes have to a large extent worked through is that the rate of non-agricultural self-employment in the UK, having been the lowest of all 12 current EC members in 1979, is now much closer to the Community average, and is actually above the average of the Northern European countries. It seems reasonable to suppose that the pace of future changes will be more similar to that of other countries.

A final observation is that the enhancement of the LFS which is currently under way will have a significant impact on our ability to monitor and—one hopes—to understand changes. This article has presented data based on the survey conducted in the spring of 1991. Results for the same period of 1992 are due for publication in September, and will thereafter appear quarterly. Moreover, there are prospects for improved flows data, and more probing questions on employment status (see *technical note* for further details). ■

Footnotes

1 Daly, M, 'The 1980s—a decade of growth in enterprise: self-employment data from the Labour Force Survey,' *Employment Gazette*, March 1991, pp 109-134.

2 Other sources are discussed in the March 1991 *Employment Gazette* article.

3 In statistical terms, the rank correlation between the 1981-90 and 1990-91 changes was -0.65, which is significant at 95 per cent. The sampling errors of the two changes will be negatively correlated, so that the true significance of the rank correlation will be less than this, but the effect is likely to be small.

4 There were, as *table 5* shows, sharper falls in energy and water supplies (16 per cent) and in mineral extraction (14 per cent), but the actual numbers of self-employed people in these industries is so small that these figures cannot be regarded as reliable.

5 In statistical terms again, the rank correlation was negative, indicating some association, but at -0.48 was not statistically significant.

6 There are a number of similar analyses presented in this article. Their advantage is that they give a reasonably clear and easily understood quantification of the effect of certain factors on total self-employment. Their principal disadvantage is that they can show the effects of only one factor at a time. In order to model the total effect of a number of factors simultaneously, more sophisticated statistical techniques are necessary: see for example, Meager, N, 'Self-employment in the United Kingdom', *Institute of Manpower Studies Report No 25*, 1991.

7 Significant in the strict statistical sense. In the case of *table 12*, the significance of the higher self-employment rates for women with dependent children is established by the fact that it exists in all four age bands. The same is true for the lower proportion of women employing others in *table 13*. The male self-employment rates in *table 12* differ significantly, but obviously not in a consistent direction. The difference in the proportion of men employing others is not significant.

8 This updates the similar finding in Creigh, Roberts, Gorman and Sawyer, `Self-employment in Great Britain', *Employment Gazette*, June 1986, pp 183-194. The effect of industry mix in 1991 is slightly greater than they found for 1984.

9 This mirrors the finding for increases in VAT-registered businesses—see Daly, M, `The 1980s—a decade of growth in enterprise; data on VAT registrations and deregistrations', *Employment Gazette*, November 1990, pp 553-565.

10 The wording of the question, and the subset of all respondents of whom it is asked, have been changed, and this is likely to affect responses. The figures given here are not therefore strictly comparable with those in the earlier article.

11 See for example, Acs, Z, Audretsch, D, and Evans, D, `The determinants of variations in self-employment rates across countries and over time', Warwick Business School research seminar, May 1992.

12 In an analysis of US data, Steinmetz and Wright (`The fall and rise of the petty bourgeoisie: changing patterns of self-employment in the post-war United States', *American Journal of Sociology*, Vol 94, No 5, pp 973-1008, March 1989) found that this was a more significant factor in explaining self-employment changes over a period dating back to 1940, although it was less important in later years.

13 Piore, M J, and Sabel, C F, *The second industrial divide: possibilities for prosperity*, Basic Books, New York, 1984.

14 Described in Keeble, D, Bryson, and Wood, P, `Entrepreneurship and flexibility in business services: the rise of small management consultancy and market research firms in the United Kingdom', UKEMRA conference 1991, Blackpool.

15 Given by Robson, M T, and Shah, A, (`A capital-theoretic approach to self-employment in the UK', *Newcastle Discussion Papers in Economics* No 91/10), who found a significant, albeit small, influence from this factor in modelling total self-employment change.

16 Described as `risk-spreading vertical disintegration' by Hughes in `UK small businesses in the 1980s: continuity and change', *Regional Studies*, Vol 25.5, pp 471-479.

17 See for example, Johnson, Lindley and Bourlakis, `Modelling aggregate self-employment: a preliminary analysis', Institute for Employment research, 1989.

18 This is separate from the effect of a developing economy moving from agriculture to manufacturing to services, see for example Acs, Z, Audretsch, D, and Evans, D, `The determinants of variations in self-employment rates across countries and over time', Warwick Business School research seminar, May 1992; *Appropriate Strategies for the promotion of SMEs in the development process*, report by Graham Bannock & Partners for the Nordic Consulting Group, 1990.

19 See `Projected trends in the labour force 1992-2001', *Employment Gazette*, April 1992, pp 173ff.

20 See for example, Carter and Cannon, `Female entrepreneurs: a study of female business owners; their motivations, experiences and strategies for success', ED Research Paper 65, 1988; Goffee and Scase, *Women in charge: the experience of female entrepreneurs*, Allen and Unwin, 1985.

21 Evans and Leighton, `The determinants of changes in US self-employment 1968-87', *Small Business Economics*, Vol 1, No 2, pp 111-120, 1989.

22 See for example, Curran and Burrows, `National profiles of the self-employed', *Employment Gazette*, July 1989, pp 376-385.

23 See for example, Ashcroft, Love and Malloy, `New firm formation in the British counties with special reference to Scotland', *Regional Studies*, Vol 25.5, pp 395-409.

24 Under this scheme, unemployed people are paid an allowance to compensate for the loss of benefit when they become self-employed. There have been a number of changes to the conditions, and since April 1991 the national scheme has been replaced by support offered by Training and Enterprise Councils in England and Wales and local enterprise companies in Scotland under the general title of Enterprise Allowance.

25 Note that there is an element of deadweight in such schemes, i.e. some of the people assisted would have become self-employed even in the absence of the scheme, so that the direct contribution to self-employment growth will be somewhat less than this. Estimates of deadweight are given in the periodic evaluations of the scheme.

26 A description of such policies is given in the ED report, *Small Firms in Britain 1992*.

27 Unpublished working paper by Graham Bannock & Partners Ltd, 1992.

28 Blau, `A time series analysis of self-employment in the United States', *Journal of Political Economy*, Vol 95, No 3, pp 445-467.

29 Chapter 6 of *British Social Attitudes—the 7th report*.

30 See for example, Meager, N, `Self-employment in the United Kingdom', *Institute of Manpower Studies Report*, No 25, 1991.

Technical note

The Labour Force Survey (LFS) is a survey of around 60,000 private households throughout Great Britain conducted in spring each year. A similar survey is carried out in Northern Ireland, but the results presented in this article are for Great Britain only.

The survey was conducted once every two years between 1973 and 1983 and annually thereafter. The survey is carried out by the Office of Population Censuses and Surveys (OPCS) on behalf of the Employment Department. The results are grossed to national population estimates using data produced by OPCS.

The questionnaire covers household size and structure; accommodation details; basic demographic characteristics such as age, sex, marital status and ethnic origin; and, for people aged 16 and over, details of economic activity. The latter was established by asking people about their paid work, job search and so on, during a specified reference period, normally a period of one week or four weeks (depending on the topic) immediately prior to the interview.

Whether a respondent in employment is self-employed or an employee is determined in most cases by their own assessment of their employment status. Some are later reclassified on the basis of their responses to other questions: for example, those who state that they are self-employed, but later in the interview give their occupation as 'company director', are reclassified as employees.

In cases where a respondent expresses uncertainty, or queries the meaning of the terms, the interviewer is instructed to suggest that their status for tax or National Insurance purposes is used as a guide.

If a member of a household was unavailable for interview, information relating to that person could be provided by a related adult member of the same household. Information was provided by such 'proxy' informants in respect of 35 per cent of the responding adults in the 1989 survey.

As with all sample surveys, the results are subject to sampling error.

Where data for more than one year's survey are given the estimates are adjusted to take account of cases where some respondents gave no reply to a question. Although the number of such cases is small, it tends to vary from year to year and this could affect the survey estimates of changes between years.

From 1992, a full survey is to be conducted each quarter, with the same sample size as the present annual survey. In addition to giving more frequent and timely results, the design of the survey—with an eighty per cent overlap between the samples interviewed in successive quarters—will give much more reliable data on changes. The first set of results from the Enhanced Labour Force Survey, relating to the period March to May 1992, are due to be published in September 1992.

Further details of the LFS can be found in other publications:

- For general details of the LFS and a broad range of results: 'Results of the 1991 Labour Force Survey', *Employment Gazette*, April 1992, pp 153-172.
- Details of the Enhanced Labour Force Survey: 'The enhancement of the Labour Force Survey in Great Britain', *Statistical News*, winter 1991.
- Special analyses: articles which have appeared in *Employment Gazette* on qualifications (March 1992, pp 101-133); ethnic origin (February 1991, pp 59-72); women (December 1990, pp 619-643); labour mobility (August 1991, pp 437-452); and the unemployed (May 1991, pp 287-302).

LABOUR MARKET DATA *contents*

PUBLICATION DATES OF MAIN ECONOMIC INDICATORS JUNE - AUGUST 1992

LABOUR MARKET STATISTICS
Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.

June	*18*	*Thursday*
July	*16*	*Thursday*
August	*13*	*Thursday*

RETAIL PRICES INDEX

June	*12*	*Friday*
July	*10*	*Friday*
August	*14*	*Friday*

LABOUR MARKET *commentary*

● SUMMARY

The workforce in employment in the United Kingdom was 25,597,000 in December 1991. This represents a fall of 226,000 in the fourth quarter of 1991 and a fall of 997,000 over the year to December 1991.

The number of employees employed in manufacturing industry in Great Britain, at 4,548,000, is estimated to have fallen by 26,000 in March 1992. Employment in manufacturing fell by 297,000 over the year to March 1992, compared with a fall of 239,000 in the previous twelve months.

Unemployment in the UK (seasonally adjusted) rose by 42,600 between March 1992 and April 1992 to 2,695,300. The level is now 1,099,300 higher than in April 1990 when the current upward trend began. The unemployment rate in April 1992 was 9.5 per cent of the workforce, an increase of 0.1 per cent on the rate for March 1992.

The underlying rate of increase in average earnings in Great Britain in the year to March 1992 was 7 1/2 per cent (provisional estimate), unchanged from the rate for February (which has been revised by 1/4 per cent) but 1/4 per cent higher than the rate for January.

Output for the manufacturing sector in the three months ending March 1992 was 2 per cent lower than in the three months ending March 1991. Unit wage costs in manufacturing in the three months to March 1992 were 4 1/2 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 4.3 per cent in April 1992, and 4.0 per cent for the year to March 1992.

It is provisionally estimated that 0.7 million working days were lost through stoppages of work due to industrial disputes in the 12 months to March 1992.

Overseas residents made an estimated 930,000 visits to the United Kingdom in February 1992, while United Kingdom residents made about 1,790,000 visits abroad.

● ECONOMIC BACKGROUND

The latest output based provisional estimate for the United Kingdom economy shows that Gross Domestic Product (GDP) in the fourth quarter of 1991 was 1/3 per cent lower than in the previous quarter and approximately 1 2/3 per cent lower than in the same quarter of 1990.

Output of the production industries in the three months to March 1992 decreased by 1 per cent compared with the previous three months, and was 1 1/2 per cent lower than in the same period a year earlier.

Manufacturing output in the three months to February 1992 fell by 1/2 per cent compared to the previous three months and was 3 per cent lower than in the same period a year earlier.

Within manufacturing, between the two latest three month periods, the output of 'other manufacturing' increased by 1 per cent, the output of food, drink and tobacco, and textiles and clothing was almost unchanged. The output of the metals industry, 'other minerals', the chemicals industry and engineering and allied industries fell by 1 per cent.

In the three months to February 1992 output in the energy sector fell by 2 per cent compared with the previous three months and was 4 1/2 per cent higher than in the same period a year earlier.

Latest estimates suggest that in the fourth quarter of 1991 consumers' expenditure was £67.0 billion (at 1985 prices and seasonally adjusted), broadly unchanged on the level of the third quarter but almost 1 1/2 per cent lower than the same period a year earlier.

The provisional March 1992 estimate of the volume of retail sales is below the figure for February and a little below the January level. Over the period January to March 1992, the volume of sales was little changed compared with the previous three months (after seasonal adjustment) and 1/2 per cent lower than in the same period a year earlier.

New credit advanced to consumers in March 1992 (excluding loans by banks on personal accounts, insurance companies and retailers) was estimated to have been £3.96 billion (seasonally adjusted), compared to £3.97 billion in February 1992. Total consumer credit outstanding at the end of March 1992 is estimated to have been £30.1 billion (seasonally adjusted) nearly 1/4 per cent lower than a year earlier.

Fixed investment (capital expenditure, see *table 0.1* note 8 for definition) in the fourth quarter of 1991 at constant prices was estimated to have been 1 3/4 per cent lower than in the previous quarter and approximately 8 1/2 per cent lower than the same period a year earlier. Fixed investment by the manufacturing industries (including leased assets and seasonally adjusted) for the fourth quarter of 1991 was 2 per cent lower than in the previous quarter but almost 13 per cent lower than in the corresponding quarter of 1990.

The latest estimate of stockbuilding by manufacturers, wholesalers and retailers in the fourth quarter of 1991 (at 1985 prices and seasonally adjusted) indicates a fall of £969 million following a fall of £229 million in the previous quarter. Manufacturers reduced their stocks by £767 million following a fall of £145 million in the previous quarter. Wholesalers' stocks fell by £80 million in the fourth quarter following a fall of £167 million in the previous quarter. The level of wholesalers' stocks has now fallen for seven successive quarters. Retailers decreased their stocks by £122 million following an increase of £83 million in the previous quarter.

Visible trade in the three months to March 1992 was in deficit by £3.0 billion, compared with £2.6 billion in the previous three months. The surplus on trade in oil was little changed in the three months to March while the deficit on non-oil trade rose by £0.4 billion to £3.5 billion.

The volume of exports, excluding oil and erratic items, in the three months to March 1992 was little changed from the previous three months and 4 1/2 per cent higher than a year earlier. Import volume, excluding oil and erratic items, in the three months to March 1992 was 3 per cent higher than in the previous three months and 5 1/2 per cent higher than a year earlier.

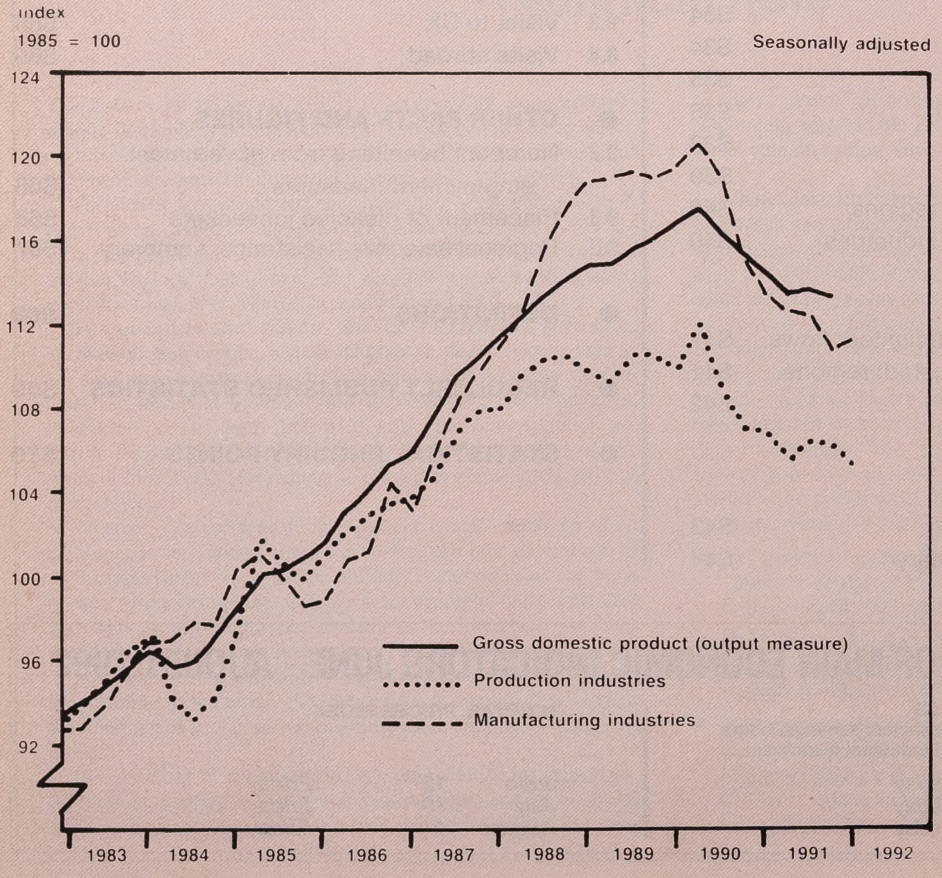
The current account of the balance of payments in the three months to March 1992 was estimated to have been in deficit by £2.1 billion, compared with a deficit of £0.6 billion in the previous three months.

Sterling's effective Exchange Rate Index (ERI) for April 1992 was 91.3 (1985=100), 1 1/2 per cent higher than in March 1992. The currency rose by 2 per cent against the US Dollar, by 1 per cent against the Deutschemark and by 2 1/2 per cent against the Japanese Yen. ERI was 1 per cent lower than April 1991; over the same period sterling rose by 1/2 per cent against the US Dollar, but fell by 2 per cent against the Japanese Yen and by 3 per cent against the Deutschemark.

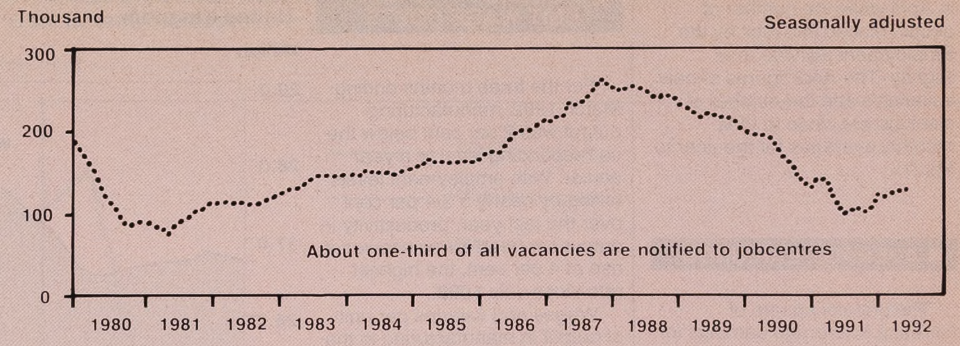
On May 5 1992, the UK base lending rate was reduced from 10.5 per cent to 10.0 per cent which followed the 1/2 per cent reduction announced on September 4 1991.

The Public Sector Borrowing Requirement (PSBR, not seasonally adjusted) in April 1992 is provisionally estimated to have been £3.6 billion. Privatisation proceeds amounted to £0.6 billion in April, and £7.9 billion in 1991-1992. The PSBR excluding privatisation proceeds was £21.8 billion in the whole of 1991-92, compared with 4.9 billion in 1990-1991.

OUTPUT INDICES: United Kingdom



JOBCENTRE VACANCIES: United Kingdom



● EMPLOYMENT

New figures are available this month for employees in the production industries in Great Britain in March 1992. New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 26,000 in March 1992 to 4,548,000. This follows falls of 10,000 in February, 36,000 in January and 12,000 in December 1991. Over the year to March 1992, employment in manufacturing industries fell by 297,000 compared with a fall of 239,000 in the previous year.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 25,597,000 in December 1991. This represents a fall of 997,000 over the year and a fall of 226,000 in the final quarter of 1991. It is now 1,321,000 below the June 1990 peak.

The number of employees in the energy and water supply industries in Great Britain stood at 409,000 in March 1992. no net change over the month. This follows a fall of 5,000 in February and no change in January.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 9.89 million hours per week in March 1992, a fall of 0.22 million hours per week since February.

Short-time working by operatives stood at 0.64 million hours per week in March 1992, a rise of 0.10 million hours per week since February.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) stood at 99.4 in March 1992 compared with 99.5 in February.

● UNEMPLOYMENT AND VACANCIES

The seasonally adjusted level of claimant unemployment in the United Kingdom increased by 42,600 between March and April 1992 to 2,695,300. This was the twenty fourth consecutive month that unemployment has risen, with unemployment 1,099,300 (69%) higher than in April 1990 when the current upward trend began. The unemployment rate in April 1992 was 9.5 per cent of the workforce, an increase of 0.1 percentage points on the rate for March.

The April 1992 rise in seasonally adjusted unemployment compares with rises of 7,800 in March and 37,800 in February. Over the three months to April unemployment has increased by an average of 29,400 per month; compared to an average monthly rise of 36,400 over the latest six months.

Between March and April there were increases in seasonally adjusted unemployment in all regions of the UK except Northern Ireland where the level stayed the same. The largest rises occurred in the South West, the South East including Greater London and the North West.

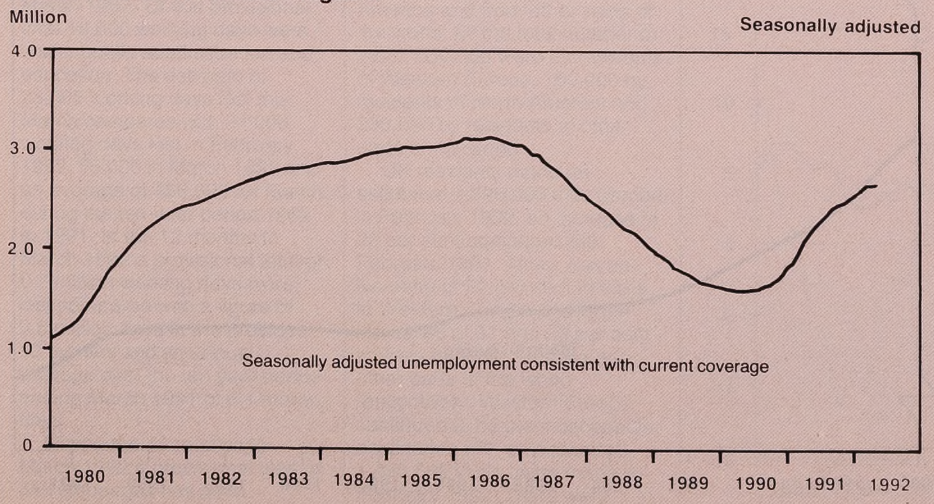
The unemployment rate is higher than a year ago in all regions of the UK. There has been an increase in the United Kingdom rate in the 12 months to April 1992 of 1.8 percentage points.

The UK unadjusted total of claimants rose by 29,044 between March and April 1992 to 2,736,521 or 9.7 per cent of the workforce, an increase of 0.1 percent on March. The rise in the headline total is smaller than the rise in the seasonally adjusted total because seasonal influences tend to reduce the headline total between March and April by about 15,000.

The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) fell by 7,900 between March and April 1992, to 119,600. This follows a rise of 3,200 in February. The April level is, however, 6200 higher than the monthly average for the year up to March.

Seasonally adjusted, the number of new vacancies

UNEMPLOYMENT: United Kingdom



notified to Jobcentres fell slightly in April while the number of people placed into jobs by the Employment Service rose slightly. The April figures of new vacancies and the number of placings are close to their monthly averages for the year to March.

● AVERAGE EARNINGS

The underlying rate of increase in average earnings for the whole economy in the year to March 1992 was provisionally estimated to be 7 1/2 per cent, unchanged from the rate for February (which has been revised up by 1/4 percentage point) but 1/4 percentage point higher than the rate for January. Bonus payments were much higher than expected in March. This has caused the upward revision to the February rates because (in accordance with the usual practice) the smoothing of the provisional February figure used the March forecast as well as the actual rates for January and February. The higher than expected bonuses bear out reports in the press that some firms brought forward payments to staff lest they attracted higher tax and national insurance contributions under a Labour Administration.

In the production industries the provisional underlying increase in average earnings in the year to March was 8 1/4 per cent, unchanged from the corresponding rate in February (which has been revised up from 7 3/4 per cent), but 1/2 point higher than in January. The rate of increase in the energy and water industries remains over 1 percentage point higher than the rate for manufacturing. Within the production sector, the 8 1/4 per cent underlying increase for manufacturing was also unchanged from the revised February rate and 1/2 percentage point higher than the rate for January. Overtime working was higher than a year earlier, and so exerted upward pressure on earnings, but the main reason for the upward movement of the production and manufacturing rates was the particularly high level of bonus payments in March.

The provisional estimate for the underlying increase in average earnings in service industries in the year to March is 7 per cent, 1/4 percentage point below the rate in February (which has been revised up from 7 to 7 1/4 per cent), but unchanged from the rate in January. The effect of high March bonuses was less in the services sector than in production.

● PRODUCTIVITY AND UNIT WAGE COSTS

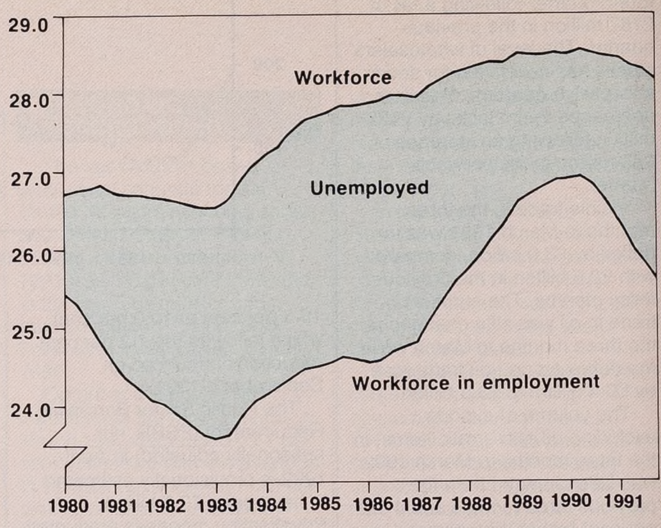
For the three months ending March 1992, manufacturing output was 2 per cent below the corresponding level of a year earlier. With employment levels falling by nearly 5 3/4 per cent over the last year, productivity in output per head terms showed a rise of 4 per cent, the highest rate since July 1989.

Wages and salaries per unit of output in manufacturing in the three months to March were 4 1/2 per cent higher than in the same period a year earlier. This was slightly higher than the corresponding rate for February (4 1/4 %) which was 7 percentage points lower than the peak of nearly 11 1/2 per cent in April 1991. The 4 1/2 per cent increase resulted from the 4 per cent rise in productivity and the 8 1/2 per cent rise in average earnings (in seasonally adjusted terms). The earnings growth rate was particularly high because of bonus payments in March 1992, described in the Average Earnings section, above.

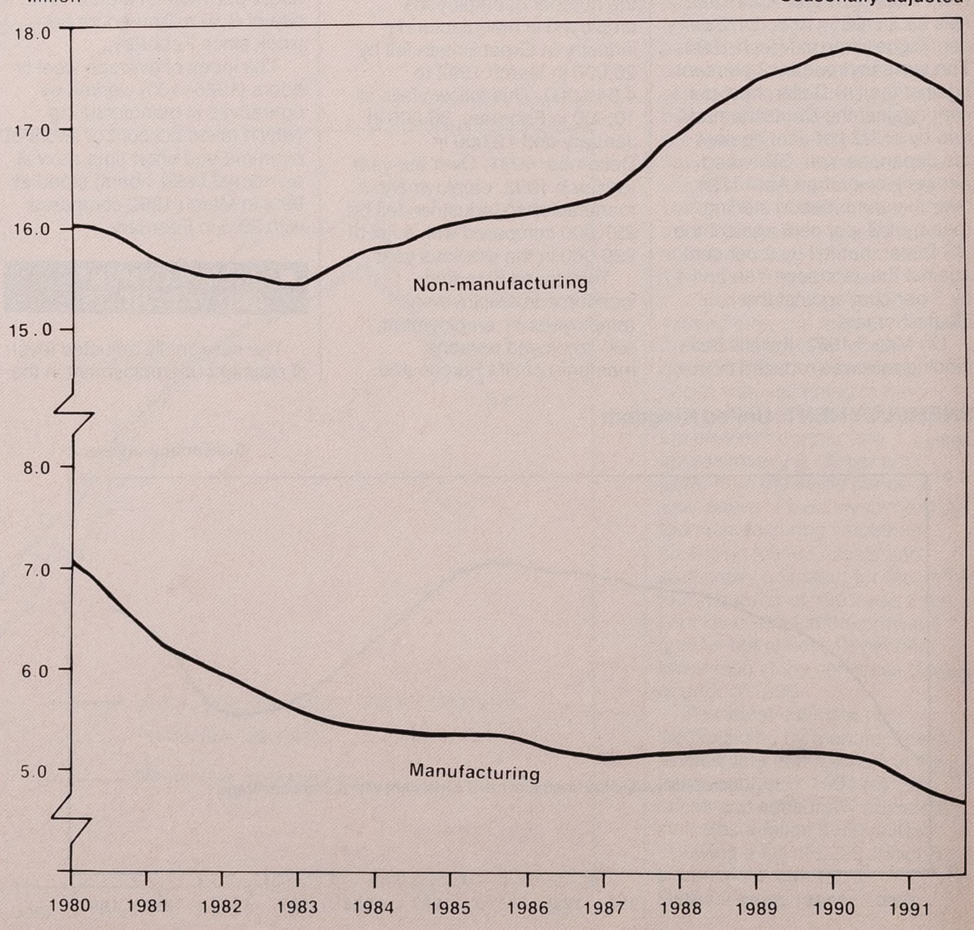
Productivity figures for the whole economy in the fourth quarter of 1991 show that output per head was 1 3/4 per cent higher than in the same quarter of 1990. Output fell by 1 3/4 per cent in the year to the fourth quarter of 1991 but this was accompanied by a 3 1/2 per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the fourth quarter of 1991 showed an increase of 5 3/4 per cent on the fourth quarter of 1990. This was nearly 1 percentage point lower than the rate in the previous quarter, and nearly 5 percentage points below the 10 1/2 per cent peak rate of the third quarter of 1990.

WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



● PRICES

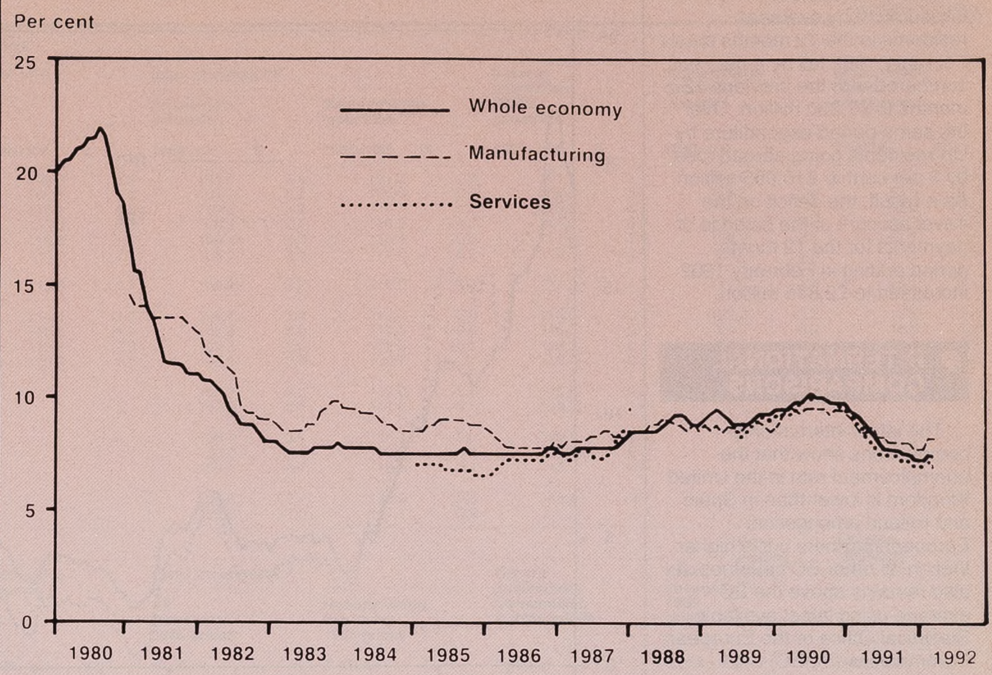
The 12-month rate of increase in the 'all-items' retail prices index for April was 4.3 per cent, up from 4.0 per cent in March. Excluding mortgage interest payments, the annual rate of price increases was unchanged at 5.7 per cent.

The level of the 'all-items' RPI rose by 1.5 per cent between March and April compared with 1.3 per cent a year ago. An increase in Community Charges contrasted with a reduction last year although much of last year's increase in VAT dropped out of the 12-month comparison this April. Alcoholic drinks, tobacco, petrol and vehicle excise duty were all dearer in April as a result of the changes announced in the Budget and there were also rises in rents, water charges and prices for clothing and various leisure services. However, some fresh food prices fell, unusually for April. There was a further slight reduction in mortgage interest rates although this was less than the reduction in April last year.

The annual rate for the tax and price index fell in April to 3.3 per cent from 3.5 per cent in March. This reflected income tax changes announced in the Budget which were more generous than a year ago.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 3.8 per cent for April 1992, down from 4.5 per cent for March. The index of prices of materials and fuels purchased by manufacturing industry fell by 0.6 per cent over the year to April 1992, compared with a fall of 0.2 per cent for March.

AVERAGE EARNINGS INDEX—UNDERLYING: Great Britain, increases over previous year



● INDUSTRIAL DISPUTES

It is provisionally estimated that 28,000 working days were lost through stoppages of work due to industrial disputes in March 1992. Of this provisional total 16,000 working days were lost in public administration and education. The estimate of 28,000 working days lost this March compares with 21,000 working days lost in February 1992, 55,000 in March 1991 and an average of 456,000 for March during the ten-year period 1982 to 1991. In the 12 months to March 1992 a provisional total of 0.7 million working days were lost compared with a figure of 0.8 million days in the previous 12 months and an annual average over the ten year period ending March 1991 of 6.1 million days.

During the 12 months to March 1992 a provisional total of 343 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 542 stoppages in the 12 months to March 1991 and an annual average in the ten year period ending March 1991 of 1,039 stoppages in progress.

● OVERSEAS TRAVEL AND TOURISM

It is provisionally estimated that there were 930,000 visits to the UK by overseas residents in February 1992, which was 20 per cent higher than the figure for February 1991. There was a fall of 3 per cent in visits by residents of Western Europe but increases of 87 per cent in both visits from residents of North America and from other parts of the world. Of the total number of visits, 550,000 were by residents of Western Europe, 150,000 by residents of North America and 230,000 by residents of other parts of the world.

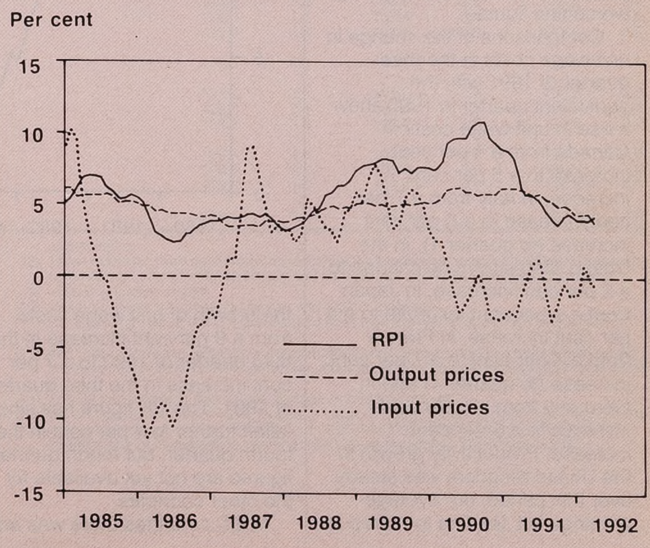
UK residents made an estimated 1,790,000 trips abroad in February 1992, an increase of 26 per cent compared with February 1991. There was an increase of 22 per cent in visits to Western Europe and larger increases of 31 and 50 per cent in visits to North America and other parts of the world respectively. Western Europe continued to be the most popular destination with an estimated 1,430,000 visits being made in February 1992. There were 120,000 visits to North America, and an estimated 240,000 visits to other parts of the world.

UK residents spent an estimated £590 million abroad in February 1992, but overseas residents spent an estimated £355 million in the UK. This resulted in a balance of payments' deficit on the travel account of £235 million for the month.

During the first two months of 1992, overseas visitors to the UK increased by 18 per cent compared with the same period of 1991,to 2,080,000. The number of visits by UK residents going abroad during the first two months of 1992, at 3,650,000 was 18 per cent higher when compared with the same period a year earlier. Overseas residents' expenditure in the UK increased by 20 per cent to £830 million, whilst UK residents expenditure abroad increased by 31 per cent compared with the previous year, to £1,250 million.

In the 12 months ending February 1992, the number of visits to the UK by overseas residents fell by 3 per cent. The number of visits abroad by UK

RETAIL PRICES AND PRODUCER PRICES (INPUT AND OUTPUT): United Kingdom, changes over previous year



residents showed little change compared with the previous 12 months at 30,980,000. Expenditure by overseas residents in the 12 months to February 1992 fell by 4 per cent compared with the previous 12 months to £7,250 million. Over the same period expenditure by UK residents going abroad rose by 3 per cent to £10,095 million. As a result, the deficit on the travel account of the balance of payments for the 12 month period ending in February 1992 increased to £2,845 million.

● INTERNATIONAL COMPARISONS

The latest international comparisons show that the unemployment rate in the United Kingdom is lower than in Spain and Ireland amongst our European partners but is higher than in all other EC countries. It also remains above the EC average using latest available Statistical Office of the European Communities (SOEC) data (10.4% for the UK in March 1992 compared with 9.2% for the EC in March 1992).

The underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to March, at 8 1/4 per cent, compares unfavourably with the latest figures for the OECD countries, which are shown in *table 5.9*. Although precise comparisons are not possible because of differences in definition, the increase in average earnings in Great Britain is higher than the increases in 11 of the 13 countries shown.

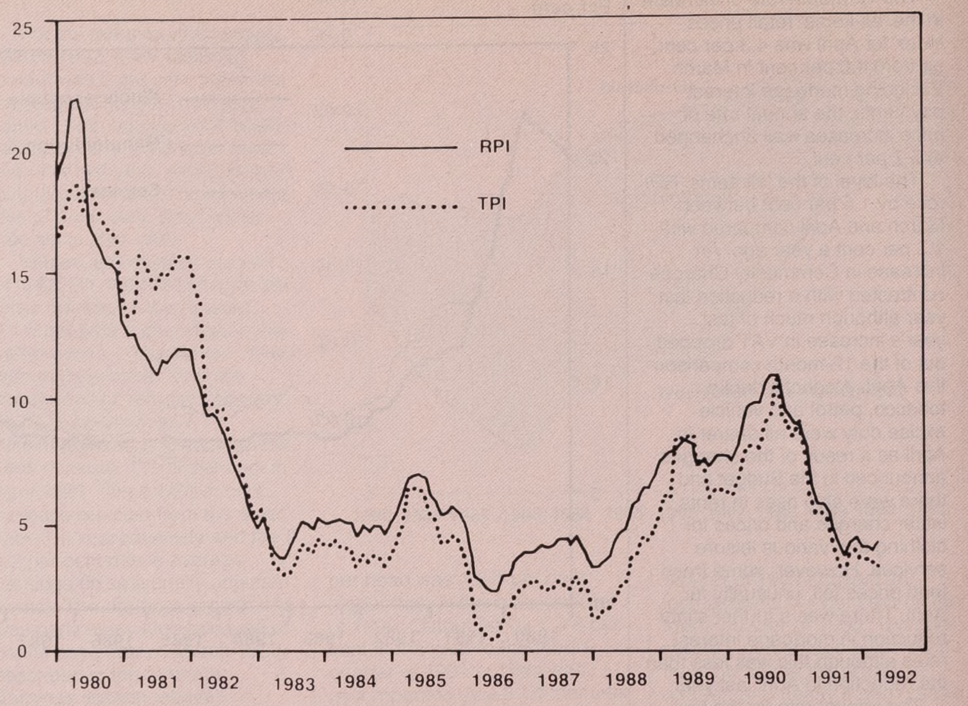
Latest available figures for unit wage costs in manufacturing in the major industrial countries over the last year show a general deterioration. Of the 7 countries only the United Kingdom is shown as having a declining rate of growth in wage costs, the 6 countries all having worsening figures.

Comparisons of the change in unit wage costs in the third quarter of 1991 with the equivalent quarter in 1990 show a rise in unit wage costs in Canada from a 4 per cent increase to a 5 per cent increase, in Italy from a 7 per cent increase to a 8 per cent increase (to quarter 1), in the United States from no change to a 2 per cent increase, in Japan from a 1 per cent increase to a 4 per cent increase, in France from a 3 per cent to a 7 per cent increase (to quarter 1) and in Germany from a 1 per cent increase to a 5 per cent increase. Productivity growth in the United Kingdom was steady over this period, but average earnings fell, leading to a drop in the growth of unit wage costs from a 9 per cent increase in the third quarter of 1990 to a 7 per cent increase in the third quarter of 1991. The UK figure has since fallen further to 4 per cent in the fourth quarter, but fourth quarter figures are not yet available for the other countries.

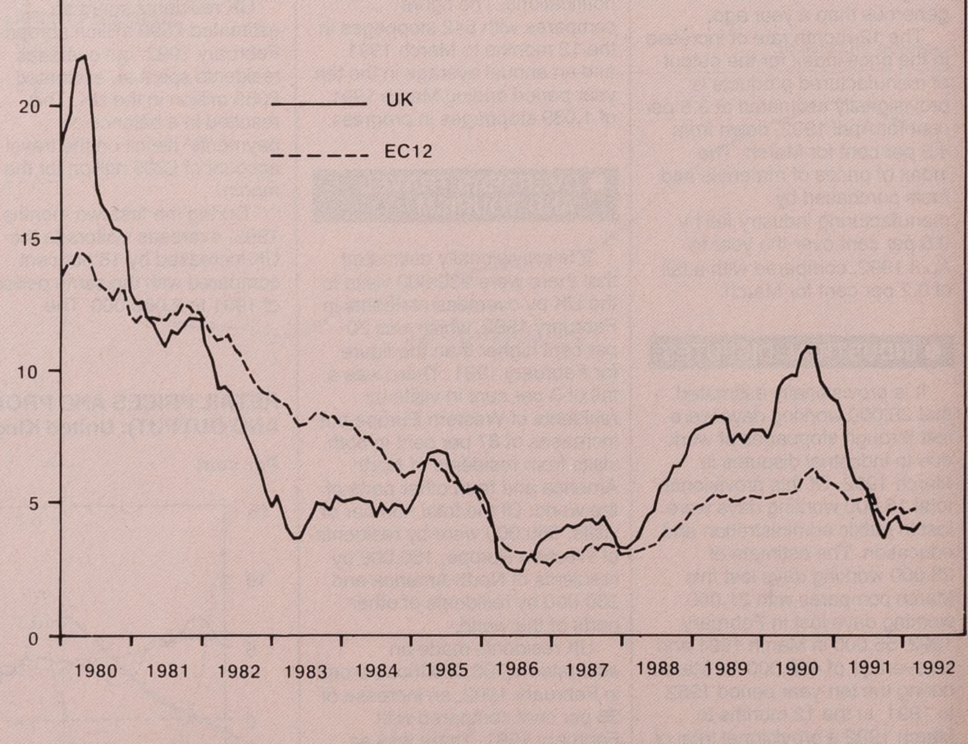
In EC countries there was an average rise in consumer prices of 4.8 per cent (provisional) over the 12 months to March 1992, compared with 4.0 per cent in the UK. Over the same period consumer prices rose in France by 3.2 per cent (provisional) and in West Germany by 4.8 per cent, while outside the EC, consumer prices rose by 3.2 per cent in the United States, 1.6 per cent in Canada and 2.0 per cent in Japan (provisional).

It should be noted that these comparisons can be affected by variations in the way national indices are compiled. In particular the treatment of housing costs differs between countries.

RPI AND TPI: United Kingdom, increases over previous year



CONSUMER PRICES INDICES: Increases over previous year



BACKGROUND ECONOMIC INDICATORS * 0.1

UNITED KINGDOM

Seasonally adjusted

		Output: GDP average measure [2,15]		Output: GDP [3,4,15]		Index of output UK: Production industries [1,5,15]		Index of output UK: Manufacturing industries [1,6]		Index of production OECD countries [1]		Income: Real personal disposable income		Income: Gross trading profits of companies [7]	
		1985=100	%	1985=100	%	1985=100	%	1985=100	%	1985=100	%	1985=100	%	£ billion	%
1986		103.6	3.6	103.3	3.3	102.4	2.4	101.3	1.3	101.1	1.1	104.6	4.6	45.3	16.9
1987		108.3	4.5	108.1	4.6	105.7	3.2	106.6	5.2	104.8	3.7	108.3	3.5	53.0	16.9
1988		112.8	4.2	112.7	4.3	109.5	3.6	114.1	7.0	110.8	5.7	114.5	5.7	62.9	18.6
1989		115.2	2.1	115.3	2.3	109.9	0.4	118.9	4.2	114.8	3.6	120.5	5.2	66.2	5.3
1990		116.3	1.0	116.6	1.1	109.4 r	-0.5	118.4	-0.4	117.0	1.9	124.2	3.1	67.7	2.3
1991		113.6	-2.3	113.7	-2.5	106.1	-3.0	112.2	-5.2	116.3	-0.6	123.8	-0.3	67.1	-0.9
	Q4	115.1	-0.7	115.3	-0.7	106.9 r	-3.2	115.0	-3.3	117.0	1.3	117.4	2.8	16.1	3.1
1991	Q1	114.3	-2.1	114.4	-2.2	106.7	-2.9	113.4	-5.0	116.0	0.3	123.3	-0.2	16.5	-2.4
	Q2	113.3	-3.5	113.5	-3.5	105.3	-5.9	112.5	-6.6	116.0	-0.6	124.7	0.9	16.8	-4.5
	Q3	113.5	-2.2	113.7	-2.3	106.3	-2.2	112.3	-5.5	116.8	-0.9	123.8	-0.6	17.0	-0.3
	Q4	113.2	-1.7	113.3	-1.7	106.0	-0.8	110.7	-3.7	116.4	-0.5	123.3	-1.6	16.8	4.0
1991	Aug	..	..	..	..	105.7	-3.3	112.0	-5.8	116.0	-0.8	..	..	..	..
	Sept	..	..	..	..	105.9	-2.3	111.6	-5.5	116.8	-1.0	..	..	..	..
	Oct	..	..	..	..	106.4	-2.1	110.7	-5.2	116.9	-1.1	..	..	..	..
	Nov	..	..	..	..	106.0	-1.4	110.9	-4.2	117.0	-0.5	..	..	..	..
	Dec	..	..	..	..	105.6	-0.7	110.6	-3.7	115.3	-0.5	..	..	..	..
1992	Jan	..	..	..	..	104.3	-0.7	109.9	-3.3	115.8	-0.5	..	..	..	..
	Feb	..	..	..	..	105.5	-1.0	111.1	-3.0	..	..	..	..	..	..

		Expenditure: Consumer expenditure 1985 prices		Retail sales volumes [1]		Fixed investments [8]: All industries 1985 prices		Fixed investments [8]: Manufacturing industries 1985 prices [6,9]		General government consumption at 1985 prices		Stock changes 1985 prices [10]	Base lending rates + [11]	Effective exchange rate + [1,12]	
		£ billion	%	1985=100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985=100	%
1986		231.2	6.2	105.3	5.3	45.8	0.7	9.4	-6.9	75.1	1.8	0.74	11	91.5	-8.5
1987		243.3	5.2	110.7	5.1	51.0	11.2	10.0	6.6	76.0	1.2	1.16	11	90.1	-1.5
1988		261.3	7.4	117.7	6.3	57.9	13.6	11.2	11.4	76.5	0.6	4.03	10.25-10.5	95.5	6.0
1989		270.6	3.5	119.9	1.9	64.7	11.7	12.4	10.6	77.2	0.9	2.67	13.75-14	92.6	-3.0
1990		272.8	0.8	120.4	0.4	64.9	0.4	12.1	-2.0	79.6	3.1	-0.40	14.8	91.3	-1.4
1991		268.2	-1.7	119.5	-0.7	58.2	-10.4	10.3	-15.6	81.5	2.3	-2.93	..	91.7	0.4
1991	Q1	67.6	-0.7	120.1 r	-0.7	14.8	-11.3	2.6	-17.9	20.2	2.6	-0.68	13.0	93.8	6.5
	Q2	66.8	-2.7	118.7	-1.9	14.7	-11.2	2.5	-18.6	20.5	3.3	-1.13	13.0	91.4	3.2
	Q3	66.9	-2.0	119.7	-0.5	14.4	-9.5	2.6	-12.3	20.4	1.7	-0.64	13.0	90.7	-3.7
	Q4	67.0	-1.3	119.6	0.3	14.3	-9.8	2.5	-13.2	20.4	1.9	-0.47	..	90.9	-3.4
1992	Q1	..	..	119.6	-0.4	..	..	..	..	..	..	..	..	90.6	-3.4
	Nov	..	..	120.4	0.3	..	..	..	..	..	..	..	10.5	91.0	-4.0
	Dec	..	..	119.3	0.3	..	..	..	..	..	..	..	10.5	91.2	-3.6
1992	Jan	..	..	119.7	0.7	..	..	..	..	..	..	..	10.5	90.8	-3.4
	Feb	..	..	120.1 r	0.6	..	..	..	..	..	..	..	10.5	90.8	-3.1
	Mar	..	..	119.1	-0.3	..	..	..	..	..	..	..	10.5	90.1	-3.2
	Apr	..	..	..	..	..	..	..	..	..	..	..	10.5	91.3 P	-3.4
	May	..	..	..	..	..	..	..	..	..	..	..	10.0	..	..

		Visible trade: Export volume [1]		Visible trade: Import volume [1]		Balance of payments: Visible balance	Balance of payments: Current balance	Competitiveness: Normal unit labour costs [13]		Prices: Tax and price index + [1,14]		Producer price index + [1,6,14]: Materials and fuels		Producer price index + [1,6,14]: Home sales	
		1985=100	%	1985=100	%	£ billion	£ billion	1985=100	%	Jan 1987=100	%	1985=100	%	1985=100	%
1986		104.2	4.2	107.4	7.4	-9.5	0.0	94.2	-5.8	97.9	1.9	92.4	-7.6	104.3	4.3
1987		109.7	5.3	115.3	7.4	-11.2	-4.3	93.8	-0.4	100.4	2.6	95.3	3.1	103.3	-1.0
1988		111.8	1.9	131.0	13.6	-21.6	-15.5	99.6	6.2	103.3	2.9	98.4	3.2	113.2	9.6
1989		116.9	4.6	140.6	7.3	-24.6	-20.4	98.2	-1.4	110.6	7.1	104.0	5.7	119.0	5.1
1990		124.9	6.8	142.3	1.2	-18.6	-15.4	99.4	1.2	119.7	8.2	103.8	-0.2	126.0	5.9
1991		127.0	1.7	138.4	-2.7	-10.1	-4.4	..	..	126.2	5.4	102.6	-1.2	133.1	5.6
1991	Q1	123.5	-0.6	136.2	-5.9	-3.0	-2.3	104.1	9.2	124.3	8.3	103.7	-2.0	128.3	5.9
	Q2	127.0		137.9	-5.2	-2.2	-0.2	..	..	125.9	5.6	103.0	-2.6	130.6	6.1
	Q3	128.5	4.4	139.9	-0.9	-2.3	-1.2	..	..	126.6	4.3	103.4	-0.1	133.1	5.9
	Q4	129.0	3.1	139.5	1.2	-2.6	-0.6	..	..	127.9	3.6	101.5	-0.9	133.9	5.6
1992	Q1	128.0	3.6	143.4	5.3	-3.0	-2.1	..	..	127.9	2.9	102.8 P	-0.9	137.1 P	6.9
	Oct	126.2	1.4	137.6	-1.1	-0.9	-0.3	..	..	127.5	3.6	101.5	-1.8	134.3	5.3
	Nov	128.5	-0.2	139.5	-2.1	-1.0	-0.3	..	..	128.1	3.4	102.6	-1.7	134.7	5.2
	Dec	132.2	2.8	141.3	0.6	-0.7	-0.1	..	..	128.2	3.6	103.4	-1.2	134.8	5.0
1992	Jan	121.8	3.5	137.2	1.2	-1.2	-0.9	..	..	128.1	3.8	103.2	-0.9	135.8	4.8
	Feb	131.0	4.6	147.5	5.3	-1.0	-0.7	..	..	128.8	3.8	103.2	-0.5	136.3	4.5
	Mar	131.2	3.4	145.6	5.1	-0.9	-0.6	..	..	129.3	3.5	102.2 P	-0.1	137.3 P	4.5
	Apr	..	..	..	..	..	..	..	..	129.6	3.4	103.0 P	—	137.8 P	4.2

P = Provisional
R = Revised
r = Series revised from indicated entry onwards.
Data values from which percentage changes are calculated may have been rounded.
* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
+ Not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For description of this measure see *Economic Trends*, October 1988, p 79.
(3) New adjusted series. For details of the adjustments see *Economic Trends*, December 1990.
(4) GDP at factor cost.
(5) Production industries: SIC divisions 1 to 4.
(6) Manufacturing industries: SIC divisions 2 to 4.
(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
(8) Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.
(9) Including leased assets.
(10) Value of physical increase in stocks and work in progress.
(11) Base lending rate of the London clearing banks on the last Friday of the period shown.
(12) Average of daily rates.
(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.
(14) Annual and quarterly figures are average of monthly indices.
(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimates of GDP) has been affected since July 1988 by interruptions of oil extraction, starting with loss of production from Piper Alpha.

1·1 EMPLOYMENT
Workforce *

THOUSAND

Quarter	Employees in employment: Male All	Male Part-time	Female All	Female Part-time	All	Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ‡‡	Workforce *
UNITED KINGDOM Unadjusted for seasonal variation										
1989 Dec	12,100		10,818		22,918	3,273	306	450	26,948	28,586 §
1990 Mar	12,037		10,719		22,755	3,284	306	436	26,781	28,426 §
June	12,071		10,827		22,898	3,298	303	423	26,923	28,478 §
Sept	12,077		10,771		22,848	3,259	303	413	26,823	28,497 §
Dec	11,932		10,812		22,745	3,220	300	418	26,683	28,533 §
1991 Mar	11,704		10,644		22,348	3,181	298	406	26,233	28,376 §
Jun	11,607		10,650		22,257	3,143	297	352	26,049	28,290 §
Sep	11,532		10,566		22,099	3,104	297	334	25,834	28,285 §
Dec	11,432		10,534		21,966	3,065	295	354	25,679	28,231 §
UNITED KINGDOM Adjusted for seasonal variation										
1989 Dec	12,077		10,755		22,832	3,273	306	450	26,862	28,504
1990 Mar	12,089		10,769		22,859	3,284	306	436	26,884	28,483
June	12,076		10,818		22,894	3,298	303	423	26,918	28,530
Sept	12,035		10,794		22,829	3,259	303	413	26,803	28,487
Dec	11,907		10,749		22,656	3,220	300	418	26,594	28,450
1991 Mar	11,758		10,696		22,454	3,181	298	406	26,339	28,431
Jun	11,611		10,637		22,248	3,143	297	352	26,040	28,337
Sep	11,494		10,593		22,087	3,104	297	334	25,822	28,285
Dec	11,414		10,470		21,884	3,065	295	354	25,597	28,155
GREAT BRITAIN Unadjusted for seasonal variation										
1989 Dec	11,824	995	10,561	4,611	22,385	3,202	306	438	26,331	27,871 §
1990 Mar	11,763	976	10,464	4,574	22,227	3,212	306	423	26,168	27,716 §
Jun	11,797	1,034	10,572	4,663	22,369	3,222	303	410	26,305	27,765 §
Sep	11,802	999	10,515	4,580	22,317	3,183	303	397	26,200	27,775 §
Dec	11,658	1,066	10,552	4,686	22,209	3,144	300	402	26,056	27,810 §
1991 Mar	11,433	1,080	10,387	4,613	21,820	3,105	298	390	25,613	27,657 §
Jun	11,338	1,092	10,394	4,650	21,732	3,066	297	332	25,427	27,570 §
Sep	11,264	1,031	10,311	4,573	21,575	3,027	297	314	25,214	27,560 §
Dec	11,166	1,097	10,277	4,631	21,442	2,988	295	336	25,060	27,510 §
GREAT BRITAIN Adjusted for seasonal variation										
1989 Dec	11,803	972	10,499	4,562	22,302	3,202	306	438	26,248	27,790
1990 Mar	11,815	982	10,514	4,590	22,329	3,212	306	423	26,270	27,770
June	11,802	1,019	10,561	4,643	22,363	3,222	303	410	26,299	27,815
Sept	11,760	1,025	10,537	4,633	22,297	3,183	303	397	26,180	27,768
Dec	11,632	1,040	10,490	4,636	22,123	3,144	300	402	25,969	27,728
1991 Mar	11,486	1,085	10,438	4,631	21,924	3,105	298	390	25,717	27,711
Jun	11,342	1,077	10,381	4,628	21,722	3,066	297	332	25,417	27,614
Sep	11,226	1,059	10,337	4,628	21,563	3,027	297	314	25,201	27,562
Dec	11,148	1,080	10,215	4,581	21,363	2,988	295	336	24,981	27,436

Definitions of terms used will be found at the end of the section.
* Workforce in employment plus claimant unemployed.
** Estimates of the self-employed up to mid-1991 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1991. Figures for periods from September 1991 are projections which assume the rate of decline between June 1990 and June 1991 has continued. The estimates are not seasonally adjusted.
‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes–those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.
‡‡ Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page S6 of the August 1988 issue of *Employment Gazette*.
§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see *tables 2·1 and 2·2* and their footnotes.

EMPLOYMENT 1·2
Employees in employment in Great Britain

THOUSAND

GREAT BRITAIN SIC 1980 Divisions or classes	All industries and services (0-9) All employees	Seasonally adjusted	Manufacturing industries (2-4) All employees	Seasonally adjusted	Production industries (1-4) All employees	Seasonally adjusted	Production and construction industries (1-5) All employees	Seasonally adjusted
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639
1987 June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550
1988 June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613
1990 May			5,026	5,061	5,470	5,505		
June	22,369	22,363	5,039	5,062	5,480	5,505	6,524	6,547
July			5,064	5,062	5,506	5,506		
Aug			5,067	5,042	5,509	5,485		
Sep	22,317	22,297	5,064	5,029	5,504	5,471	6,540	6,503
Oct			5,043	5,013	5,484	5,454		
Nov			5,017	4,984	5,458	5,424		
Dec	22,209	22,123	4,971	4,940	5,410	5,376	6,420	6,387
1991 Jan			4,910	4,919	5,349	5,356		
Feb			4,864	4,887	5,302	5,323		
Mar	21,820	21,924	4,811	4,845	5,246	5,280	6,215	6,253
Apr			4,783	4,818	5,215	5,251		
May			4,745	4,780	5,178	5,213		
June	21,732	21,722	4,720	4,744	5,151	5,176	6,090	6,114
July			4,710	4,708	5,142	5,142		
Aug			4,715	4,689	5,145	5,120		
Sep	21,575	21,563	4,712	4,679	5,139	5,107	6,049	6,013
Oct			4,681	4,651	5,106	5,076		
Nov			4,665	4,632	5,085	5,051		
Dec	21,442	21,363	4,643	4,620	5,058	5,033	5,936	5,911
1992 Jan R			4,574	4,584	4,990	4,998		
Feb R			4,552	4,574	4,962	4,982		
Mar			4,522	4,548	4,930	4,957		

GREAT BRITAIN SIC 1980 Divisions or classes	Service industries (6-9) All employees	Seasonally adjusted	Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)
1973 June	12,096	12,096	421	368	355	790	429	1,048	1,008
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043
1975 June	12,545	12,545	388	356	361	753	432	1,050	972
1976 June	12,624	12,624	382	350	361	716	424	1,020	925
1977 June	12,698	12,698	378	352	356	729	431	1,019	939
1978 June	12,895	12,859	373	357	349	707	434	1,032	941
1979 June	13,260	13,222	359	354	357	694	436	1,033	954
1980 June	13,384	13,345	352	355	361	642	420	1,005	938
1981 June	13,142	13,102	343	344	356	544	383	901	862
1982 June	13,117	13,078	338	328	343	507	367	844	815
1983 June	13,169	13,130	330	311	328	462	345	768	788
1984 June	13,503	13,465	320	289	319	445	343	750	786
1985 June	13,769	13,731	321	273	309	430	339	756	780
1986 June	13,954	13,918	310	234	302	392	328	741	755
1987 June	14,247	14,220	302	203	297	365	320	737	740
1988 June	14,860	14,841	293	182	296	356	324	757	737
1989 June	15,261	15,242	280	167	290	372	329	763	733
1990 May				158	286	389	321	742	726
June	15,567	15,532	278	156	285	388	324	740	729
July				156	286	387	325	742	735
Aug				156	287	387	326	740	734
Sep	15,479	15,517	297	154	286	386	325	743	735
Oct				155	286	383	322	737	730
Nov				154	287	378	318	730	726
Dec	15,521	15,464	268	152	287	373	317	724	722
1991 Jan				153	286	362	311	718	717
Feb				152	286	358	308	706	713
Mar	15,341	15,397	264	149	286	356	306	698	704
Apr				150	282	350	303	696	699
May				149	284	347	302	684	696
June	15,370	15,331	272	148	283	347	303	678	691
July				149	283	345	299	676	687
Aug				149	282	342	309	673	688
Sep	15,233	15,276	294	145	282	345	306	674	686
Oct				145	280	338	306	668	683
Nov				142	278	335	307	669	683
Dec	15,239	15,180	267	139	277	336	307	673	676
1992 Jan R				138	278	328	304	663	668
Feb R				135	275	326	306	663	663
Mar				132	276	326	303	660	656

1·2 EMPLOYMENT
Employees in employment in Great Britain

THOUSAND

GREAT BRITAIN SIC 1980 Divisions or classes		Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods n.e.s. (31)	Food, drink and tobacco (41/42)	Textiles, leather, footwear and clothing (43-45)	Timber, wooden furniture, rubber, plastics, etc (46,48-49)	Paper products, printing and publishing (47)	Construction (50)	Wholesale distribution and repairs (61-63 67)
1973	June	512	397	556	758	975	646	554	1,269	1,030
1974	June	498	401	560	769	946	647	576	1,223	1,032
1975	June	458	400	526	731	875	602	553	1,207	1,032
1976	June	449	394	500	720	841	601	530	1,203	1,023
1977	June	465	381	511	719	849	601	527	1,167	1,042
1978	June	472	379	515	712	819	597	531	1,161	1,070
1979	June	464	376	505	713	800	591	542	1,201	1,111
1980	June	434	365	483	705	716	554	538	1,206	1,146
1981	June	361	349	410	664	614	500	510	1,102	1,112
1982	June	315	337	385	638	577	473	495	1,038	1,115
1983	June	296	318	344	599	548	469	481	1,015	1,124
1984	June	278	290	332	582	547	472	477	1,010	1,155
1985	June	271	276	327	575	550	473	477	994	1,148
1986	June	263	263	318	555	555	485	467	964	1,134
1987	June	257	244	321	551	543	497	474	983	1,138
1988	June	268	232	333	541	546	517	478	1,021	1,168
1989	June	262	228	333	530	514	531	487	1,056	1,206
1990	May	242	247	322	522	489	542	485		
	June	244	247	320	527	487	546	486	1,044	1,235
	July	245	248	320	539	487	547	489		
	Aug	245	247	320	545	485	546	492		
	Sep	248	245	322	543	482	542	491	1,036	1,236
	Oct	248	244	323	548	481	538	490		
	Nov	243	244	323	552	478	536	490		
	Dec	240	244	318	548	470	526	489	1,011	1,234
1991	Jan	236	242	315	543	462	517	486		
	Feb	232	240	310	542	459	512	484		
	Mar	229	238	306	541	451	504	480	968	1,227
	Apr	227	236	303	543	446	504	477		
	May	223	232	299	546	442	500	474		
	June	220	230	298	544	439	497	474	939	1,217
	July	224	226	297	543	442	498	472		
	Aug	226	224	296	542	442	501	472		
	Sep	226	225	297	541	440	498	473	910	1,221
	Oct	229	220	294	532	441	499	469		
	Nov	230	220	292	522	440	496	472		
	Dec	223	224	293	511	443	486	471	878 P	1,228
1992	Jan R	223	213	290	503	439	474	471		
	Feb R	219	213	288	497	441	470	464		
	Mar	216	211	283	496	436	471	465		

GREAT BRITAIN SIC 1980 Divisions or classes		Retail distribution (64/65)	Hotels and catering (66)	Transport (71-77)	Postal services and telecommunications (79)	Banking, finance, insurance (81-85)	Public administration etc † (91-92)	Education (93)	Medical and other health services, veterinary services (95)	Other services ** (94 96-98)
1973	June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974	June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975	June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976	June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977	June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,169
1978	June	2,063	882	1,038	407	1,546	1,943	1,568	1,172	1,206
1979	June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980	June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981	June	2,051	930	975	428	1,712	1,844	1,559	1,247	1,282
1982	June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983	June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984	June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985	June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986	June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987	June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988	June	2,132	1,105	870	430	2,428	1,924	1,691	1,388	1,723
1989	June	2,234	1,198	902	438	2,594	1,870	1,721	1,418	1,680
1990	May									
	June	2,237	1,256	930	431	2,710	1,927	1,748	1,431	1,662
	July									
	Aug									
	Sep	2,235	1,271	941	429	2,716	1,927	1,634	1,436	1,656
	Oct									
	Nov									
	Dec	2,276	1,233	936	421	2,685	1,920	1,748	1,439	1,629
1991	Jan									
	Feb									
	Mar	2,167	1,187	920	415	2,681	1,927	1,753	1,448	1,617
	Apr									
	May									
	June	2,143	1,230	913	415	2,658	1,923	1,741	1,456	1,674
	July									
	Aug									
	Sep	2,139	1,219	911	413	2,649	1,921	1,636	1,454	1,670
	Oct									
	Nov									
	Dec	2,189	1,144	915	404	2,617	1,920	1,736	1,455	1,631
1992	Jan									
	Feb									
	Mar									

† These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in *table 1·7*.
** Excludes private domestic service.

EMPLOYMENT 1·3
Employees in employment: industry: production industries

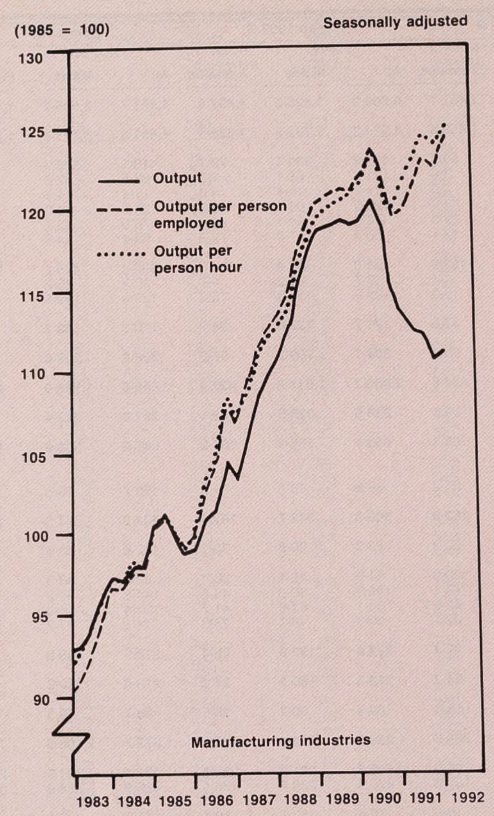
THOUSAND

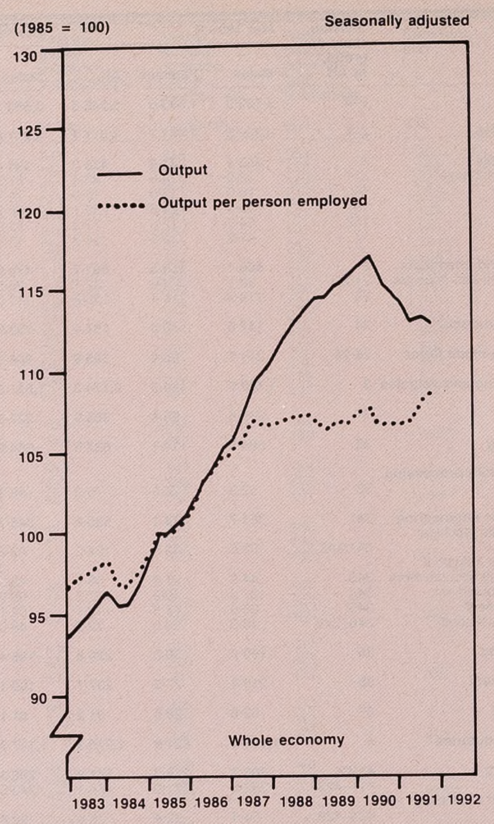
GREAT BRITAIN SIC 1980	Division, class or group or AH	Mar 1991 R Males	Mar 1991 R Females	Mar 1991 R All	Jan 1992 R Males	Jan 1992 R Females	Jan 1992 R All	Feb 1992 R Males	Feb 1992 R Females	Feb 1992 R All	Mar 1992 Males	Mar 1992 Females	Mar 1992 All
Production industries	1–4	3,722·9	1,523·5	5,246·5	3,553·1	1,437·1	4,990·2	3,523·9	1,437·8	4,961·7	3,505·7	1,424·8	4,930·4
Manufacturing industries	2–4	3,369·5	1,441·7	4,811·2	3,217·8	1,356·5	4,574·3	3,193·5	1,358·1	4,551·5	3,177·3	1,344·8	4,522·1
Energy and water supply	1	353·4	81·8	435·2	335·4	80·5	415·9	330·4	79·7	410·1	328·3	80·0	408·3
Coal extraction and solid fuels	111	78·9	4·6	83·4	67·7	3·3	71·0	65·1	3·3	68·5	62·8	3·7	66·5
Mineral oil processing	14	15·0	3·0	18·0	14·3	2·9	17·2	14·4	3·0	17·4	14·6	3·1	17·6
Electricity	161	109·4	29·6	139·1	100·7	28·8	129·5	100·3	28·7	129·0	99·0	28·4	127·3
Gas	162	54·7	22·5	77·2	53·9	22·3	76·3	54·1	22·4	76·5	53·2	22·3	75·5
Water supply industry	17	41·6	12·6	54·3	43·3	13·1	56·4	41·0	12·3	53·4	44·5	12·9	57·4
Metal manufacturing and chemicals	2	506·1	155·5	661·7	478·9	152·9	631·8	477·4	154·6	632·0	475·8	153·1	628·8
Extraction of metal ores and minerals	21/23	28·1	4·0	32·1	26·5	4·1	30·7	26·2	4·1	30·3	26·2	4·1	30·3
Metal manufacture	22	119·9	16·4	136·2	110·0	15·3	125·3	110·0	15·3	125·3	109·8	15·1	124·8
Non-metallic mineral products	24	147·0	40·3	187·4	133·9	37·8	171·7	132·0	38·2	170·3	133·1	38·1	171·2
Chemical industry/man-made fibres	25/26	211·1	94·8	305·9	208·4	95·7	304·1	209·2	97·0	306·2	206·6	95·9	302·5
Metal goods, engineering and vehicles	3	1,709·9	464·3	2,174·3	1,621·6	434·6	2,056·2	1,613·9	432·8	2,046·8	1,598·0	428·6	2,026·6
Metal goods nes	31	239·6	66·4	305·9	227·0	62·5	289·6	225·5	62·1	287·6	222·4	61·0	283·4
Mechanical engineering	32	583·5	114·1	697·6	554·9	108·1	663·1	555·4	107·9	663·2	553·9	106·2	660·1
Office machinery and data processing equipment	33	52·9	24·0	76·9	48·3	21·2	69·6	48·1	21·6	69·7	48·6	21·3	69·9
Electrical and electronic engineering	34	361·7	174·1	535·8	345·7	162·6	508·3	342·7	162·2	504·9	337·3	162·0	499·3
Wires, cables, and basic electrical equipment	341/342	93·6	33·5	127·2	92·3	30·9	123·3	90·8	32·1	122·9	88·6	33·1	121·7
Electrical equipment for industrial use, and batteries and accumulators	343	44·9	21·4	66·3	43·3	20·6	64·0	42·4	20·4	62·9	43·3	21·2	64·5
Telecommunications equipment	344	107·6	49·9	157·5	99·9	46·4	146·3	99·6	44·6	144·2	97·2	43·6	140·8
Other electronic equipment	345	66·6	45·5	112·1	62·1	42·0	104·1	61·8	41·7	103·4	61·0	41·3	102·2
Lighting/Appliances/Installation	346–348	48·9	23·9	72·8	48·0	22·7	70·7	48·1	23·3	71·5	47·2	22·9	70·1
Motor vehicles and parts	35	199·0	30·0	229·0	195·4	27·4	222·8	192·9	26·4	219·3	189·9	26·1	216·1
Other transport equipment	36	210·4	27·3	237·7	189·1	24·2	213·3	189·2	24·2	213·4	186·6	24·0	210·6
Instrument engineering	37	62·8	28·5	91·2	61·1	28·4	89·6	60·2	28·5	88·7	59·3	27·9	87·2
Other manufacturing industries	4	1,153·4	821·9	1,975·3	1,117·3	769·0	1,886·3	1,102·1	770·6	1,872·7	1,103·5	763·1	1,866·6
Food, drink and tobacco	41/42	306·7	234·3	541·0	296·3	206·5	502·8	291·8	205·5	497·2	291·0	204·6	495·6
Food	411–423	252·3	211·9	464·1	243·5	187·0	430·4	239·7	186·4	426·0	238·9	185·4	424·3
Alcoholic, soft drink and tobacco manufacture	424–429	54·4	22·4	76·8	52·8	19·6	72·4	52·1	19·1	71·2	52·1	19·1	71·3
Textiles	43	99·0	80·1	179·1	94·9	78·3	173·2	92·7	81·3	174·0	94·6	80·4	175·1
Leather and leather goods	44	10·5	7·9	18·4	10·0	7·7	17·6	9·6	7·6	17·2	9·9	7·5	17·4
Footwear and clothing	45	72·1	181·6	253·7	75·1	172·8	247·9	74·7	175·1	249·7	75·0	168·5	243·5
Footwear	451	17·4	18·7	36·1	16·7	18·1	34·8	17·4	17·7	35·0	17·3	18·5	35·8
Clothing,hats,gloves and fur goods	453/456	38·4	139·4	177·7	40·9	131·1	172·1	40·0	133·5	173·6	40·6	125·7	166·4
Household textiles	455	16·3	23·5	39·9	17·5	23·5	41·0	17·3	23·9	41·1	17·0	24·3	41·3
Timber and wooden furniture	46	177·3	48·0	225·3	166·0	46·7	212·7	163·2	45·1	208·3	161·0	45·4	206·4
Paper, printing and publishing	47	304·1	175·5	479·6	300·4	170·8	471·2	295·0	169·3	464·2	295·5	169·1	464·6
Pulp, paper, board and derived products	471–472	94·1	40·6	134·7	90·8	37·1	127·9	90·0	38·2	128·2	89·6	39·4	128·9
Printing and publishing	475	210·0	134·9	344·9	209·7	133·6	343·3	205·0	131·0	336·0	206·0	129·7	335·6
Rubber and plastics	48	145·8	62·2	207·9	138·1	54·8	192·9	139·1	55·7	194·9	140·1	56·2	196·3
Other manufacturing industries	49	38·0	32·3	70·3	36·4	31·5	67·9	36·2	31·1	67·3	36·4	31·4	67·8

P Provisional

TABLE 1·5
Due to an error in the May 1992 *Employment Gazette*, some of the figures for the quarterly table 1·5 were not correctly aligned with the appropriate headings. We apologise for this error.
The table is next due for publication in the August issue. Users who require a copy of the corrected version of this table may obtain one free of charge by telephoning Margaret Leach on Runcorn (0928) 792564.

1·8 EMPLOYMENT
Indices of output, employment and productivity





Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output ‡	Employed labour force *	Output per person employed	Output	Employed labour force	Output per person employed	Output	Employed labour force	Output per person employed
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·6	100·1	103·5	102·4	97·3	105·3	101·3	97·9	103·5
1987	108·3	101·9	106·3	105·7	96·1	110·1	106·6	97·0	109·8
1988	112·8	105·2	107·2	109·5	96·7	113·2	114·1	98·2	116·2
1989	115·2	107·8	106·9	109·9	96·6	113·7	118·9	98·5	120·8
1990	116·4	108·5	107·3	109·3	95·4	114·6	118·4	97·3	121·7
1991	113·6	105·5	107·7	106·0	90·6	117·0	112·2	92·3	121·6
1984 Q1	96·6	98·3	98·3	97·2	101·1	96·2	97·1	100·6	96·6
Q2	95·7	98·7	97·0	94·1	100·9	93·3	97·0	100·5	96·5
Q3	95·9	99·0	96·9	93·3	100·6	92·6	97·9	100·3	97·6
Q4	97·1	99·5	97·6	94·4	100·5	93·9	97·7	100·4	97·3
1985 Q1	98·7	99·8	98·9	97·8	100·4	97·4	100·4	100·3	100·2
Q2	100·3	100·0	100·3	101·7	100·2	101·5	101·1	100·1	101·0
Q3	100·2	100·1	100·1	100·6	99·9	100·7	99·9	100·0	99·9
Q4	100·7	100·1	100·6	99·9	99·4	100·5	98·6	99·7	99·0
1986 Q1	101·7	100·0	101·7	101·1	98·7	102·5	98·8	99·1	99·7
Q2	103·2	100·0	103·2	102·2	97·6	104·7	100·8	98·2	102·6
Q3	104·1	100·1	104·0	103·0	96·8	106·4	101·3	97·3	104·1
Q4	105·3	100·4	104·9	103·5	96·2	107·5	104·4	97·0	107·7
1987 Q1	105·9	100·7	105·2	103·7	95·8	108·3	103·0	96·5	106·7
Q2	107·5	101·5	105·9	104·8	95·9	109·2	105·6	96·8	109·1
Q3	109·5	102·3	107·1	106·7	96·2	111·0	108·1	97·2	111·2
Q4	110·2	103·2	106·8	107·8	96·4	111·9	109·6	97·5	112·4
1988 Q1	111·3	104·1	106·9	107·9	96·6	111·7	110·9	97·9	113·3
Q2	112·2	104·8	107·1	109·5	96·7	113·3	112·4	98·1	114·6
Q3	113·4	105·7	107·3	110·3	96·7	114·0	115·5	98·3	117·5
Q4	114·1	106·3	107·4	110·4	96·9	113·9	117·4	98·4	119·3
1989 Q1	114·7	107·1	107·1	109·6	96·9	113·1	118·7	98·6	120·5
Q2	114·7	107·6	106·6	109·1	96·7	112·8	118·9	98·5	120·8
Q3	115·5	108·0	107·0	110·5	96·6	114·4	119·2	98·5	121·1
Q4	115·9	108·4	106·9	110·4	96·3	114·6	118·9	98·3	120·9
1990 Q1	116·8	108·6	107·6	109·9	96·1	114·4	119·5	98·1	121·8
Q2	117·4	108·8	107·9	111·8	95·8	116·7	120·4	97·6	123·4
Q3	116·1	108·6	106·9	108·6	95·4	113·9	118·7	97·3	122·0
Q4	115·1	107·8	106·8	107·0	94·2	113·6	115·1	96·3	119·6
1991 Q1	114·3	106·9	106·9	106·7	92·7	115·0	113·4	94·6	119·8
Q2	113·3	105·9	107·0	105·2	91·1	115·4	112·4	92·8	121·1
Q3	113·5	105·0	108·1	106·2	89·9	118·1	112·2	91·3	122·9
Q4	113·2	104·1	108·8	106·1	88·8	119·5	110·7	90·3	122·6
1992 Q1	..	..	..	105·1	86·2	121·8	111·1	89·2	124·6

* The employed labour force comprises, employees in employment, the self-employed, and HM Forces. This series is used as a denominator for the productivity calculations for the reasons explained on page S6 of the August 1988 edition of *Employment Gazette*.
‡ Gross domestic product for whole economy.

EMPLOYMENT 1·11
Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost: Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost: Actual	Hours lost: Seasonally adjusted	Hours lost: Average per operative on short-time
1987	1,350	36·0	9·4	12·63		4	149	20	199	10·0	24	0·6	348		14·6
1988	1,413	37·9	9·5	13·42		3	101	15	143	9·8	17	0·5	244		14·4
1989	1,394	37·6	9·6	13·44		3	119	19	183	9·5	22	0·6	302		13·7
1990	1,322	37·7	9·4	12·44		7	263	15	132	9·0	21	0·6	403		19·6
1991	1,079	34·6	9·1	9·86		8	331	53	488	9·3	61	2·0	816		13·6
week ended															
1990 Apr 6	1,331	36·9	9·4	12·58	13·06	4	160	22	197	9·2	26	0·7	358	291	13·9
May 4	1,322	36·7	9·2	12·27	12·52	5	203	12	110	9·2	17	0·5	313	292	18·4
June 8	1,335	36·9	9·3	12·47	12·71	5	177	8	80	9·4	13	0·4	356	456	20·1
July 13	1,314	38·4	9·4	12·44	12·63	6	231	8	67	8·8	14	0·4	299	331	21·9
Aug 17	1,257	36·9	9·5	12·01	12·48	9	338	5	46	9·0	14	0·4	385	417	28·2
Sept 14	1,331	39·1	9·6	12·87	12·60	15	603	4	31	8·3	19	0·6	633	717	32·6
Oct 12	1,364	40·2	9·5	13·02	11·92	8	315	9	83	9·4	16	0·5	398	487	24·3
Nov 9	1,355	40·1	9·2	12·51	11·49	7	285	18	159	8·8	26	0·8	445	505	17·3
Dec 14	1,297	38·9	9·5	12·34	11·25	7	262	20	172	8·8	27	0·9	433	503	16·3
1991 Jan 11	1,097	33·7	9·0	9·80	10·81	11	432	28	288	10·0	39	1·3	720	672	18·5
Feb 8	1,061	33·0	8·6	9·22	9·58	10	394	55	522	9·4	65	2·0	915	726	14·0
Mar 15	1,060	33·3	8·9	9·49	10·00	11	420	94	834	9·0	104	3·2	1,254	955	12·0
Apr 12	1,052	33·5	8·7	9·21	9·71	10	385	88	840	9·7	98	3·0	1,225	983	12·6
May 17	1,053	33·9	8·9	9·36	9·65	11	432	61	543	9·1	72	2·3	975	904	13·6
June 14	1,048	33·9	9·2	9·63	9·90	7	280	48	454	9·4	56	1·8	733	942	13·2
July 12	1,111	35·9	9·3	10·39	10·57	6	214	48	425	8·8	54	1·7	639	728	11·9
Aug 16	1,028	33·2	9·3	9·60	10·00	12	455	43	388	9·1	55	1·8	843	906	15·4
Sep 13	1,055	34·1	9·3	9·77	9·49	9	328	47	414	8·7	56	1·8	743	826	13·3
Oct 11	1,142	37·1	9·4	10·78	9·66	3	116	45	378	8·4	48	1·6	494	612	10·3
Nov 15	1,140	37·1	9·2	10·52	9·51	5	201	42	409	9·7	47	1·5	610	703	12·9
Dec 13	1,104	36·2	9·5	10·50	9·40	7	285	35	357	10·3	42	1·4	642	739	15·2
1992 Jan 10 R	982	32·7	8·9	8·77	9·77	15	567	48	442	9·1	63	2·1	1,009	953	16·0
Feb 14 R	1,091	36·5	8·9	9·75	10·11	2	71	62	610	9·9	64	2·1	681	540	10·7
Mar 13	1,023	34·5	9·1	9·35	9·89	8	288	60	556	9·2	68	2·3	844	637	12·5
SIC 1980 Week ended Mar 13, 1992															
Extraction of metal ores & minerals(21/23)	11·1	50·9	12·9	0·14		0·0	0·0	0·0	0·0	0·0	0·0	0·0	0·0		0·0
Metal Manufacturing(22)	30·4	35·7	9·6	0·29		0·0	0·0	0·2	1·5	6·6	0·2	0·3	1·5		6·6
Non-metallic mineral products (24)	47·1	38·0	9·3	0·44		0·7	25·2	6·4	51·3	8·0	7·0	5·7	76·6		10·9
Chemical industry /Man-made Fibres(25/26)	49·8	32·3	9·5	0·47		0·0	1·5	0·5	4·8	9·5	0·5	0·4	6·3		11·6
Metal goods nes (31)	89·8	43·0	9·0	0·81		0·5	17·8	7·3	75·1	10·3	7·7	3·7	92·8		12·0
Mechanical engineering (32)	187·4	45·5	9·5	1·78		1·1	42·4	7·3	72·9	10·0	8·4	2·0	115·4		13·8
Office machinery & data processing equipment (33)	6·5	30·3	8·8	0·06		0·0	0·2	0·0	0·0	0·0	0·0	0·0	0·2		38·6
Electrical and electronic engineering (34)	90·5	31·9	9·3	0·84		0·8	30·9	5·7	46·2	8·1	6·5	2·3	77·1		11·8
Wires,cables,batteries & other electrical equipment (341/342)	27·2	36·1	9·4	0·26		0·2	8·4	1·8	17·0	9·3	2·0	2·7	25·4		12·4
Industrial electrical equipment (343)	13·0	34·5	9·9	0·13		0·4	16·5	0·5	6·6	12·5	1·0	2·5	23·1		24·2
Telecommunication equipment (344)	20·3	31·4	9·5	0·19		0·1	5·5	0·2	1·8	7·4	0·4	0·6	7·4		18·8
Other electronic equipment (345)	15·4	25·4	8·4	0·13		0·0	0·5	2·5	15·6	6·1	2·6	4·2	16·1		6·3
Lighting/appliances /installation (346–348)	14·7	32·0	9·2	0·14		0·0	0·0	0·6	5·1	8·7	0·6	1·3	5·1		8·7
Motor vehicles(35)	47·5	30·3	7·6	0·36		0·1	2·6	3·2	35·3	11·1	3·2	2·1	38·0		11·7
Other transport equipment (36)	59·3	47·0	9·3	0·55		0·1	2·8	0·0	0·5	16·0	0·1	0·1	3·3		31·9
Instrument engineering (37)	14·0	28·3	8·1	0·11		0·5	18·3	0·2	2·0	8·3	0·7	1·5	20·4		28·3
Food, drink and tobacco (41/42)	123·4	32·4	9·0	1·12		0·2	6·1	1·6	21·3	13·6	1·7	0·5	27·4		15·9
Food (411–423)	108·1	32·1	9·1	0·99		0·2	6·1	1·6	21·3	13·6	1·7	0·5	27·4		15·9
Alcoholic,soft drink and tobacco manufacture (424–429)	15·4	34·3	8·4	0·13		0·0	0·0	0·0	0·0	0·0	0·0	0·0	0·0		0·0
Textile industry (43)	41·5	30·4	9·1	0·38		0·5	17·4	4·4	46·7	10·6	4·9	3·6	64·1		13·2
Leather goods (44)	3·0	21·9	9·0	0·03		0·1	5·3	0·4	3·0	7·6	0·5	3·8	8·3		15·6
Footwear and clothing (45)	23·8	12·2	6·5	0·16		1·8	68·5	14·2	119·0	8·4	16·0	8·2	187·5		11·7
Footwear (451)	3·8	13·3	4·9	0·02		0·2	7·0	8·1	57·5	7·1	8·3	28·9	64·5		7·8
Clothing,hats,gloves & fur goods (453/456)	12·9	9·5	5·5	0·07		1·2	45·8	5·5	58·8	10·6	6·7	5·0	104·6		15·5
Household textiles(455)	7·0	22·3	9·2	0·06		0·4	15·7	0·5	2·7	5·2	0·9	2·9	18·4		20·0
Timber and wooden furniture (46)	50·4	33·1	8·2	0·41		0·8	29·4	4·2	34·6	8·2	5·0	3·3	64·0		12·9
Paper, printing and publishing (47)	84·3	32·8	9·6	0·81		0·3	10·5	1·6	15·2	9·5	1·9	0·7	25·7		13·7
Paper and paper products (471/472)	31·5	35·7	9·8	0·31		0·0	1·4	0·9	7·1	8·1	0·9	1·0	8·5		9·3
Printing and publishing (475)	52·8	31·3	9·5	0·50		0·2	9·1	0·7	8·1	11·1	1·0	0·6	17·3		17·8
Rubber & plastics(48)	51·7	37·2	9·5	0·49		0·1	4·7	1·9	16·0	8·4	2·0	1·5	20·7		10·2
Other manufacturing (49)	10·9	23·8	8·3	0·09		0·1	4·6	1·1	10·5	9·2	1·3	2·8	15·1		12·0
All manufacturing (2–4)	1,022·7	34·5	9·1	9·35		7·5	288·4	60·3	555·9	9·2	67·8	2·3	844·3		12·5

Note: Figures in brackets after the industrial headings show the Standard Industrial Classification group number of industries included.

1·12 EMPLOYMENT
Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN		INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
		All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes		21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42
1987		96·2	97·3	92·8	98·8	97·6	100·6	100·7	101·4	100·3	99·9
1988		97·7	100·7	91·4	97·4	97·4	101·2	101·4	103·3	99·5	101·5
1989		97·1	98·8	90·9	90·2	95·0	101·0	100·6	104·2	98·7	101·3
1990		91·0	89·8	91·1	81·1	90·6	100·4	100·3	105·5	98·1	99·4
1991		79·9	76·9	79·4	71·8	89·4	98·7	98·1	103·4	96·8	98·3
Week ended											
1990	Mar 10	93·6	93·4	91·1	84·6	90·8	100·7	100·6	104·7	98·2	99·7
	Apr 14	93·2					100·9				
	May 12	92·1					100·5				
	June 9	91·8	90·5	91·0	82·8	90·9	100·6	100·2	104·8	98·3	100·1
	July 14	90·9					100·5				
	Aug 11	90·3					100·5				
	Sept 8	89·3	89·2	92·4	80·1	89·5	100·5	100·4	105·9	98·3	98·9
	Oct 13	88·3					100·1				
	Nov 10	87·3					99·8				
	Dec 8	86·2	86·1	90·0	77·0	91·2	99·7	100·1	106·6	97·6	98·8
1991	Jan 12	85·0					99·2				
	Feb 9	83·3					98·1				
	Mar 9	82·2	79·9	83·8	72·9	92·1	98·3	97·4	104·5	95·8	98·4
	Apr 13	81·5					98·1				
	May 11	80·6					98·3				
	June 8	80·0	77·1	80·3	71·5	90·8	98·6	97·7	104·6	96·7	97·8
	July 13	79·5					99·4				
	Aug 10	78·7					98·9				
	Sep 14	77·8	76·0R	77·0	71·2	90·2	98·4	98·1	101·6	97·1	99·2
	Oct 12	77·4					99·0				
	Nov 9	76·7					98·9				
	Dec 14	76·3	74·8	76·5	71·7	84·4	99·0	99·0	102·7	97·6	97·7
1992	Jan 11	75·3R					99·0R				
	Feb 8	75·5R					99·5R				
	Mar 14	74·5	71·7	71·7	70·9	84·3	99·4	98·9	101·5	97·7	98·1

1·13 EMPLOYMENT
Overtime and short-time
Operatives in manufacturing industries in March 1992: regions

	OVERTIME				SHORT-TIME								
			Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole week or part of week			
								Hours lost				Hours lost	
	Operatives (Thou)	Percent age of all operatives	Average per operative working overtime	(Thou)	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	(Thou)	Average per operative working part of the work	Operatives (Thou)	Percent age of all operatives	(Thou)	Average per operative on short time
Analysis by region													
South East	213·5	35·8	9·0	1,932·0	1·2	45·3	10·5	95·4	9·1	11·6	1·9	140·7	12·1
Greater London *	62·0	32·3	10·4	646·6	·1	4·6	5·4	45·3	8·4	5·5	2·9	49·9	9·1
East Anglia	49·9	44·2	10·7	535·1	. .	·3	1·7	13·3	8·0	1·7	1·5	13·5	8·1
South West	71·8	34·5	8·2	590·1	·4	13·9	2·3	18·0	7·8	2·7	1·3	32·0	12·0
West Midlands	129·3	32·6	8·7	1,122·4	1·1	42·3	14·6	144·6	9·9	15·7	4·0	187·0	11·9
East Midlands	101·8	32·1	8·8	896·1	·4	14·1	11·1	97·0	8·7	11·5	3·6	111·1	9·7
Yorkshire and Humberside	129·8	39·0	9·5	1,233·0	1·7	64·4	3·7	40·3	10·9	5·4	1·6	104·7	19·5
North West	128·6	32·9	9·4	1,210·0	1·5	56·3	7·4	67·0	9·1	8·8	2·3	123·3	14·0
North	65·6	34·8	9·1	599·2	·7	26·0	3·9	25·9	6·7	4·5	2·4	51·9	11·4
Wales	41·2	25·3	9·6	396·7	·3	9·7	3·6	40·1	11·0	3·9	2·4	49·7	12·8
Scotland	91·1	34·9	9·1	833·6	·4	16·0	1·6	14·4	9·0	2·0	·8	30·4	15·0

* Included in South East

UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1982–92

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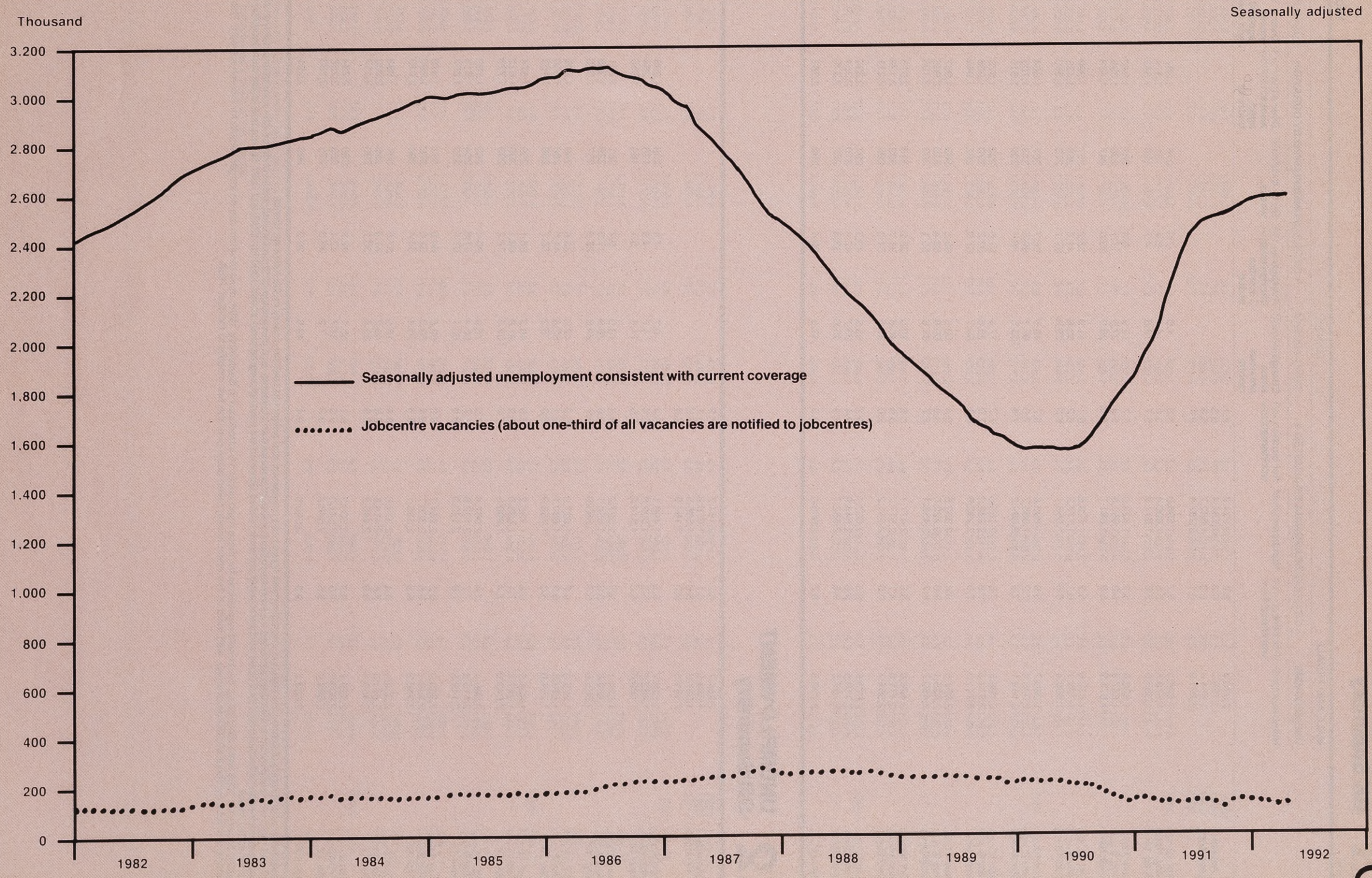


2.1 UNEMPLOYMENT UK Summary

THOUSAND

	MALE AND FEMALE								
	UNEMPLOYED		SEASONALLY ADJUSTED #				UNEMPLOYED BY DURATION		
	Number	Per cent workforce *	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1988+)	2,370.4	8.4	2,274.8	8.1					
1989) Annual	1,798.7	6.3	1,784.4	6.3					
1990) averages	1,664.4	5.8	1,662.7	5.8					
1991)	2,291.9	8.1	2,287.4	8.1					
1990 Apr 12	1,626.3	5.7	1,596.0	5.6	-1.0	-7.9	216	1,387	24
May 10	1,578.5	5.5	1,600.4	5.6	4.4	-5.4	181	1,374	24
June 14	1,555.6	5.5	1,611.0	5.7	10.6	4.7	190	1,342	23
July 12	1,623.6	5.7	1,623.9	5.7	12.9	9.3	261	1,340	23
Aug 9	1,657.8	5.8	1,651.8	5.8	27.9	17.1	236	1,398	23
Sept 13	1,673.9	5.9	1,681.7	5.9	29.9	23.6	247	1,403	24
Oct 11	1,670.6	5.9	1,723.6	6.1	41.9	33.2	257	1,390	24
Nov 8	1,728.1	6.1	1,777.2	6.2	53.6	41.8	268	1,435	25
Dec 13	1,850.4	6.5	1,853.1	6.5	75.9	57.1	273	1,550	27
Jan 10	1,959.7	6.9	1,893.6	6.7	40.5	56.7	267	1,664	29
1991 Feb 7	2,045.4	7.2	1,985.7	7.0	92.1	69.5	313	1,703	30
Mar 14	2,142.1	7.6	2,089.2	7.4	103.5	78.7	300	1,810	32
Apr 11	2,198.5	7.8	2,166.6	7.7	77.4	91.0	292	1,873	34
May 9	2,213.8	7.8	2,232.2	7.9	65.6	82.2	270	1,908	35
June 13	2,241.0	7.9	2,292.9	8.1	60.7	67.9	262	1,942	37
July 11	2,367.5	8.4	2,362.5	8.4	69.6	65.3	363	1,967	38
Aug 8	2,435.1	8.6	2,422.5	8.6	60.0	63.4	310	2,086	40
Sept 12	2,450.7	8.7	2,458.1	8.7	35.6	55.1	303	2,106	41
Oct 10	2,426.0	8.6	2,477.1	8.8	19.0	38.2	310	2,075	42
Nov 14	2,471.8	8.7	2,517.7	8.9	40.6	31.7	303	2,126	43
Dec 12	2,551.7	9.0	2,551.2	9.0	33.5	31.0	296	2,211	44
Jan 9	2,673.9	9.5	2,607.1	9.2	55.9	43.3	297	2,330	47
1992 Feb 13	2,710.5	9.6	2,644.9	9.4	93.7	42.4	310	2,354	47
Mar 12	2,707.5	9.6	2,652.7	9.4	45.6	33.8	282	2,379	47
Apr 9 P	2,736.5	9.7	2,695.3	9.5	42.6	29.4	302	2,387	47

2.2 UNEMPLOYMENT GB Summary

1988+)	2,254.7	8.2	2,161.7	7.9					
1989) Annual	1,693.0	6.1	1,678.8	6.1					
1990) averages	1,567.3	5.6	1,565.5	5.6					
1991)	2,191.5	8.0	2,187.0	7.9					
1990 Apr 12	1,528.7	5.5	1,498.1	5.4	-0.7	-7.4	208	1,298	23
May 10	1,482.5	5.3	1,502.8	5.4	4.7	-4.9	176	1,284	23
June 14	1,460.6	5.3	1,514.2	5.5	11.4	5.1	184	1,255	22
July 12	1,524.1	5.5	1,527.2	5.5	13.0	9.7	251	1,251	22
Aug 9	1,559.6	5.6	1,556.1	5.6	28.9	17.8	229	1,308	22
Sept 13	1,575.5	5.7	1,585.9	5.7	29.8	23.9	237	1,316	22
Oct 11	1,575.9	5.7	1,627.9	5.9	42.0	33.6	248	1,305	23
Nov 8	1,633.8	5.9	1,680.7	6.1	52.8	41.5	260	1,350	24
Dec 13	1,754.8	6.3	1,755.9	6.3	75.2	56.7	266	1,463	26
1991 Jan 10	1,861.5	6.8	1,796.2	6.5	40.3	56.1	259	1,574	28
Feb 7	1,947.6	7.1	1,888.0	6.9	91.8	69.1	306	1,612	29
Mar 14	2,043.9	7.4	1,990.5	7.2	102.5	78.2	293	1,720	31
Apr 11	2,099.4	7.6	2,067.4	7.5	76.9	90.4	285	1,782	33
May 9	2,115.8	7.7	2,132.8	7.7	65.4	81.6	264	1,818	34
June 13	2,142.8	7.8	2,192.9	8.0	60.1	67.5	255	1,852	36
July 11	2,263.9	8.2	2,261.7	8.2	68.8	64.8	351	1,876	37
Aug 8	2,330.7	8.5	2,320.7	8.4	59.0	62.6	302	1,990	39
Sept 12	2,346.3	8.5	2,356.1	8.6	35.4	54.4	294	2,013	40
Oct 10	2,324.5	8.4	2,374.6	8.6	18.5	37.6	301	1,983	41
Nov 14	2,371.0	8.6	2,414.8	8.8	40.2	31.4	296	2,033	42
Dec 12	2,450.5	8.9	2,448.2	8.9	33.4	30.7	290	2,117	43
1992 Jan 9	2,569.1	9.3	2,503.3	9.1	55.1	42.9	290	2,234	46
Feb 13	2,606.6	9.5	2,541.0	9.2	37.7	42.1	303	2,258	46
Mar 12	2,603.4	9.5	2,548.2	9.3	7.2	33.3	275	2,283	46
Apr 9 P	2,632.1	9.6	2,590.8	9.4	42.6	29.2	295	2,291	46

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.
* National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related Government training programmes) at mid-1990 for 1990 and 1991 figures and at the corresponding mid-year estimates for earlier years.
+ Unadjusted figures for 1988 were affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduced the UK unadjusted total by about 90,000 on average, with most of this effect having taken place over the two months to October 1988.

UNEMPLOYMENT UK Summary 2.1

THOUSAND

MALE				FEMALE					
UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED		SEASONALLY ADJUSTED #		MARRIED	
Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	
1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8		1988+)
1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2		1989) Annual
1,232.3	7.6	1,231.3	7.6	394.9	3.2	431.4	3.5		1990) averages
1,737.1	10.7	1,734.6	10.7	554.9	4.6	552.8	4.6		1991)
1,198.2	7.4	1,169.8	7.2	428.1	3.5	426.2	3.5	154.8	1990 Apr 12
1,170.0	7.2	1,177.7	7.2	408.5	3.3	422.7	3.5	146.1	May 10
1,155.4	7.1	1,188.8	7.3	400.2	3.3	422.2	3.5	141.9	June 14
1,192.1	7.3	1,204.6	7.4	431.5	3.5	419.3	3.4	146.1	July 12
1,211.8	7.4	1,228.4	7.5	446.0	3.7	423.4	3.5	150.5	Aug 9
1,234.2	7.6	1,255.1	7.7	439.7	3.6	426.6	3.5	145.0	Sept 13
1,244.4	7.6	1,288.8	7.9	426.2	3.5	434.8	3.6	143.1	Oct 11
1,295.8	8.0	1,331.2	8.2	432.3	3.5	446.0	3.7	144.6	Nov 8
1,400.6	8.6	1,393.0	8.6	449.8	3.7	460.1	3.8	151.7	Dec 13
1,480.8	9.1	1,425.6	8.8	479.0	4.0	468.0	3.9	160.7	1991 Jan 10
1,547.8	9.6	1,499.5	9.3	497.6	4.1	486.2	4.0	165.4	Feb 7
1,623.8	10.0	1,579.3	9.7	518.2	4.3	509.9	4.2	172.6	Mar 14
1,668.2	10.3	1,639.3	10.1	530.2	4.4	527.3	4.4	178.2	Apr 11
1,684.7	10.4	1,690.6	10.4	529.0	4.4	541.6	4.5	178.3	May 9
1,707.7	10.5	1,739.0	10.7	533.4	4.4	553.9	4.6	179.9	June 13
1,782.4	11.0	1,791.1	11.1	585.2	4.8	571.4	4.7	189.8	July 11
1,823.0	11.3	1,835.5	11.3	612.2	5.1	587.0	4.9	199.5	Aug 8
1,843.4	11.4	1,864.5	11.5	607.2	5.0	593.6	4.9	194.9	Sept 12
1,839.7	11.4	1,883.4	11.6	586.2	4.9	593.7	4.9	192.4	Oct 10
1,885.7	11.6	1,919.6	11.9	586.1	4.9	598.1	5.0	192.6	Nov 14
1,957.4	12.1	1,948.0	12.0	594.3	4.9	603.2	5.0	197.1	Dec 12
2,045.4	12.6	1,990.2	12.3	628.5	5.2	616.9	5.1	208.9	1992 Jan 9
2,074.5	12.8	2,022.4	12.5	636.0	5.3	622.5	5.2	210.5	Feb 13
2,075.1	12.8	2,030.3	12.5	632.4	5.2	622.4	5.2	210.5	Mar 12
2,100.1	13.0	2,065.8	12.8	636.5	5.3	629.5	5.2	214.2	Apr 9

UNEMPLOYMENT GB Summary 2.2

1,213.1	7.6	1,199.8	7.5	479.9	4.1	479.1	4.1		1989) Annual
1,159.1	7.3	1,158.1	7.3	408.2	3.4	407.4	3.4		1990) averages
1,660.4	10.5	1,657.9	10.5	531.1	4.5	529.1	4.5		1991)
1,124.5	7.1	1,096.5	6.9	404.2	3.4	401.6	3.4	145.2	1990 Apr 12
1,097.1	6.9	1,104.4	7.0	385.3	3.2	398.4	3.3	136.9	May 10
1,083.5	6.8	1,115.9	7.0	377.1	3.2	398.3	3.3	132.9	June 14
1,118.3	7.1	1,131.6	7.1	405.8	3.4	395.6	3.3	136.0	July 12
1,139.1	7.2	1,156.1	7.3	420.5	3.5	400.0	3.4	140.5	Aug 9
1,161.0	7.3	1,182.6	7.5	414.5	3.5	403.3	3.4	135.8	Sept 13
1,173.0	7.4	1,216.2	7.7	402.9	3.4	411.7	3.5	134.4	Oct 11
1,224.2	7.7	1,258.1	7.9	409.6	3.4	422.6	3.6	136.2	Nov 8
1,327.4	8.4	1,319.3	8.3	427.4	3.6	436.6	3.7	143.3	Dec 13
1,405.5	8.9	1,351.6	8.6	456.0	3.9	444.6	3.8	152.3	1991 Jan 10
1,472.6	9.3	1,425.2	9.0	475.0	4.0	462.8	3.9	157.1	Feb 7
1,548.3	9.8	1,504.2	9.5	495.6	4.2	486.3	4.1	164.3	Mar 14
1,592.1	10.1	1,563.7	9.9	507.3	4.3	503.7	4.3	169.6	Apr 11
1,609.3	10.2	1,614.7	10.2	506.6	4.3	518.1	4.4	169.8	May 9
1,632.3	10.4	1,662.7	10.5	510.4	4.3	530.2	4.5	171.4	June 13
1,704.8	10.8	1,714.3	10.9	559.2	4.8	547.4	4.7	180.3	July 11
1,744.9	11.1	1,757.8	11.1	585.8	5.0	562.9	4.8	189.9	Aug 8
1,764.9	11.2	1,786.5	11.3	581.3	4.9	569.6	4.8	186.0	Sept 12
1,762.6	11.2	1,805.0	11.4	562.0	4.8	569.6	4.8	183.8	Oct 10
1,808.2	11.5	1,840.6	11.7	562.8	4.8	574.2	4.9	184.3	Nov 14
1,879.0	11.9	1,869.0	11.9	571.4	4.9	579.2	4.9	188.8	Dec 12
1,964.6	12.5	1,910.8	12.1	604.4	5.1	592.5	5.0	200.3	1992 Jan 9
1,994.2	12.6	1,942.8	12.3	612.4	5.2	598.2	5.1	202.2	Feb 13
1,994.4	12.6	1,950.1	12.4	609.0	5.2	598.1	5.1	202.1	Mar 12
2,019.1	12.8	1,985.4	12.6	613.0	5.2	605.4	5.1	205.6	Apr 9

The seasonally adjusted series takes account of past discontinuities to be consistent with the current coverage of the count (see p 608 of the December 1990 issue of *Employment Gazette* for the list of discontinuities taken into account). To maintain a consistent assessment, the seasonally adjusted series relates only to claimants aged 18 and over.
§ The unadjusted unemployment figure between September 1989 and March 1990 are affected by the change in the conditions of the Redundant Mineworkers Payment Scheme. An estimated 15,500 men left the count as a result of this change.

2.3 UNEMPLOYMENT
Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1988+)	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.4			339.8	156.0
1989) Annual	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990) averages	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			273.1	99.0
1991)	638.8	477.9	160.9	6.9	9.2	4.1	637.8	7.0			477.4	160.4
1991 Apr 11	595.6	445.4	150.2	6.5	8.6	3.8	586.9	6.4	25.2	36.5	438.0	148.9
May 9	608.5	456.3	152.2	6.7	8.8	3.9	610.6	6.7	23.7	31.6	456.4	154.2
June 13	627.6	471.9	155.7	6.9	9.1	4.0	636.2	7.0	25.6	24.8	476.6	159.6
July 11	665.5	496.5	169.0	7.3	9.6	4.3	663.4	7.3	27.2	25.5	496.6	166.8
Aug 8	694.2	514.2	180.1	7.6	9.9	4.6	688.7	7.6	25.3	26.0	514.7	174.0
Sept 12	705.7	523.4	182.4	7.8	10.1	4.6	706.4	7.8	17.7	23.4	527.7	178.7
Oct 10	705.8	526.6	179.2	7.8	10.2	4.6	717.6	7.9	11.2	18.1	537.6	180.0
Nov 14	723.3	543.3	180.0	7.9	10.5	4.6	736.3	8.1	18.7	15.9	553.5	182.8
Dec 12	753.5	569.4	184.1	8.3	11.0	4.7	752.6	8.3	16.3	15.4	567.2	185.4
1992 Jan 9	784.2	592.3	191.9	8.6	11.4	4.9	776.2	8.5	23.6	19.5	584.7	191.5
Feb 13	808.2	611.1	197.1	8.9	11.8	5.0	796.0	8.7	19.8	19.9	600.9	195.1
Mar 12	814.9	617.1	197.8	9.0	11.9	5.0	803.4	8.8	7.4	16.9	607.8	195.6
Apr 9 P	832.1	631.0	201.1	9.1	12.2	5.1	820.2	9.0	16.8	14.7	621.8	198.4
GREATER LONDON (*included in South East*)												
1988+)	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8
1989) Annual	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990) averages	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.1			154.5	57.0
1991)	332.1	244.3	87.8	8.2	10.4	5.1	331.7	8.2			244.1	87.6
1991 Apr 11	309.3	227.2	82.0	7.6	9.7	4.8	306.5	7.6	13.3	16.0	224.8	81.7
May 9	317.7	234.2	83.5	7.9	10.0	4.9	318.7	7.9	12.2	15.0	234.1	84.6
June 13	329.5	243.5	86.0	8.2	10.4	5.0	331.8	8.2	13.1	12.9	244.2	87.6
July 11	347.2	254.9	92.3	8.6	10.9	5.4	343.7	8.5	11.9	12.4	253.0	90.7
Aug 8	361.4	263.5	97.8	8.9	11.3	5.7	355.8	8.8	12.1	12.4	261.5	94.3
Sept 12	367.6	268.6	99.0	9.1	11.5	5.8	364.2	9.0	8.4	10.8	267.8	96.4
Oct 10	366.9	269.4	97.6	9.1	11.6	5.7	370.3	9.2	6.1	8.9	272.8	97.5
Nov 14	372.7	275.2	97.5	9.2	11.8	5.7	378.5	9.4	8.2	7.6	279.7	98.8
Dec 12	385.3	286.0	99.4	9.5	12.3	5.8	385.8	9.5	7.3	7.2	285.9	99.9
1992 Jan 9	394.0	292.7	101.4	9.7	12.5	5.9	395.5	9.8	9.7	8.4	293.2	102.3
Feb 13	404.3	300.9	103.4	10.0	12.9	6.0	403.3	10.0	7.8	8.3	299.7	103.6
Mar 12	408.9	304.9	104.1	10.1	13.1	6.1	407.1	10.1	3.8	7.1	303.3	103.8
Apr 9 P	418.1	312.1	106.0	10.3	13.4	6.2	414.3	10.2	7.2	6.3	309.1	105.2
EAST ANGLIA												
1988+)	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989) Annual	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990) averages	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1991)	59.1	44.2	15.0	5.8	7.5	3.5	59.0	5.8			44.1	14.9
1991 Apr 11	57.2	42.8	14.5	5.6	7.3	3.4	55.2	5.4	2.0	2.8	41.2	14.0
May 9	58.0	43.4	14.6	5.7	7.4	3.4	57.4	5.7	2.2	2.4	42.9	14.5
June 13	57.1	43.0	14.2	5.6	7.3	3.3	58.9	5.8	1.5	1.9	44.1	14.8
July 11	60.0	44.7	15.3	5.9	7.6	3.6	61.0	6.0	2.1	1.9	45.7	15.3
Aug 8	61.5	45.5	16.1	6.1	7.7	3.8	62.6	6.2	1.6	1.7	46.7	15.9
Sept 12	62.1	46.1	16.0	6.1	7.8	3.7	63.9	6.3	1.3	1.7	47.8	16.1
Oct 10	61.8	46.0	15.8	6.1	7.8	3.7	64.3	6.3	.4	1.1	48.1	16.2
Nov 14	64.8	48.5	16.3	6.4	8.3	3.8	66.3	6.5	2.0	1.2	49.7	16.6
Dec 12	67.8	51.2	16.7	6.7	8.7	3.9	67.8	6.7	1.5	1.3	50.8	17.0
1992 Jan 9	73.1	54.9	18.2	7.2	9.3	4.3	70.5	7.0	2.7	2.1	52.8	17.7
Feb 13	75.8	57.1	18.7	7.5	9.7	4.4	72.4	7.1	1.9	2.0	54.4	18.0
Mar 12	76.2	57.5	18.7	7.5	9.8	4.4	73.1	7.2	0.7	1.8	55.1	18.0
Apr 9 P	77.4	58.3	19.1	7.6	9.9	4.5	74.9	7.4	1.8	1.5	56.5	18.4
SOUTH WEST												
1988+)	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989) Annual	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990) averages	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.8	27.5
1991)	161.2	121.1	40.1	7.1	9.4	4.1	160.8	7.1			120.9	39.9
1991 Apr 11	152.0	114.5	37.5	6.7	8.9	3.8	149.3	6.6	5.6	8.2	112.1	37.2
May 9	151.8	114.8	37.0	6.7	8.9	3.8	154.5	6.8	5.2	6.7	116.1	38.4
June 13	153.1	116.1	37.0	6.7	9.0	3.8	160.1	7.0	5.6	5.5	120.4	39.7
July 11	162.9	122.4	40.5	7.2	9.5	4.1	166.6	7.3	6.5	5.8	125.2	41.4
Aug 8	169.3	126.4	42.8	7.4	9.8	4.4	171.7	7.5	5.1	5.7	129.0	42.7
Sept 12	172.8	129.3	43.4	7.6	10.0	4.4	176.1	7.7	4.4	5.3	132.4	43.7
Oct 10	174.5	131.4	43.1	7.7	10.2	4.4	178.6	7.8	2.5	4.0	134.8	43.8
Nov 14	181.3	136.9	44.4	8.0	10.6	4.5	182.9	8.0	4.3	3.7	138.5	44.4
Dec 12	190.1	144.3	45.8	8.3	11.2	4.7	186.7	8.2	3.8	3.5	141.7	45.0
1992 Jan 9	201.3	152.4	48.9	8.8	11.8	5.0	192.4	8.4	5.7	4.6	145.9	46.5
Feb 13	204.8	155.0	49.7	9.0	12.0	5.1	195.8	8.6	3.4	4.3	148.8	47.0
Mar 12	203.8	154.7	49.1	8.9	12.0	5.0	196.9	8.6	1.1	3.4	149.8	47.1
Apr 9 P	205.6	156.8	48.7	9.0	12.1	5.0	201.8	8.9	4.9	3.1	153.7	48.1

See footnotes to *tables 2.1* and *2.2*.

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1988+)	238.0	163.0	75.0	9.4	11.1	7.1	229.7	8.9			158.3	71.4
1989) Annual	168.5	118.8	49.7	6.7	8.1	4.7	167.9	6.6			118.2	49.6
1990) averages	152.7	111.7	41.1	6.0	7.6	3.9	152.6	5.9			111.6	41.0
1991)	218.7	165.1	53.6	8.6	11.2	5.1	218.4	8.6			164.9	53.5
1991 Apr 11	207.2	156.4	50.8	8.2	10.6	4.8	206.0	8.1	10.9	11.0	155.3	50.7
May 9	210.9	160.2	50.7	8.3	10.9	4.8	212.7	8.4	6.7	10.0	160.7	52.0
June 13	216.0	164.1	51.9	8.5	11.1	4.9	219.3	8.7	6.6	8.1	165.8	53.5
July 11	229.1	172.0	57.1	9.1	11.7	5.4	226.8	9.0	7.5	6.9	171.2	55.6
Aug 8	236.0	176.1	59.9	9.3	11.9	5.7	233.0	9.2	6.2	6.8	175.7	57.3
Sept 12	239.9	179.6	60.3	9.5	12.2	5.7	237.8	9.4	4.8	6.2	179.7	58.1
Oct 10	236.0	178.3	57.7	9.3	12.1	5.5	240.1	9.5	2.3	4.4	181.9	58.2
Nov 14	239.4	182.2	57.2	9.5	12.4	5.4	245.0	9.7	4.9	4.0	186.3	58.7
Dec 12	247.0	189.2	57.8	9.8	12.8	5.5	249.0	9.8	4.0	3.7	189.8	59.2
1992 Jan 9	258.8	197.4	61.4	10.2	13.4	5.8	254.4	10.1	5.4	4.8	193.5	60.9
Feb 13	263.5	201.0	62.5	10.4	13.6	5.9	259.0	10.2	4.6	4.7	197.3	61.7
Mar 12	263.0	200.9	62.1	10.4	13.6	5.9	259.0	10.2	—	3.3	197.5	61.5
Apr 9 P	265.4	203.0	62.4	10.5	13.8	5.9	263.1	10.4	4.1	2.9	200.9	62.2
EAST MIDLANDS												
1988+)	147.8	101.9	45.9	7.5	9.1	5.4	137.3	7.1			93.5	43.9
1989) Annual	108.9	77.2	31.7	5.5	6.9	3.8	104.7	5.4			73.1	31.6
1990) averages	99.4	72.2	27.2	5.1	6.4	3.2	99.3	5.1			72.1	27.1
1991)	142.1	106.7	35.4	7.2	9.5	4.2	141.7	7.2			106.5	35.2
1991 Apr 11	136.6	102.8	33.8	7.0	9.2	4.0	133.3	6.8	4.6	6.0	100.0	33.3
May 9	137.0	103.3	33.6	7.0	9.2	4.0	137.7	7.0	4.4	5.5	103.5	34.2
June 13	138.5	104.6	33.9	7.0	9.3	4.0	141.8	7.2	4.1	4.4	106.8	35.0
July 11	147.0	109.5	37.5	7.5	9.8	4.4	146.6	7.5	4.8	4.4	110.2	36.4
Aug 8	151.8	112.5	39.4	7.7	10.0	4.7	150.8	7.7	4.2	4.4	113.2	37.6
Sept 12	152.1	113.2	39.0	7.7	10.1	4.6	153.2	7.8	2.4	3.8	115.1	38.1
Oct 10	149.9	112.6	37.3	7.6	10.0	4.4	154.4	7.9	1.2	2.6	116.4	38.0
Nov 14	153.4	116.1	37.3	7.8	10.3	4.4	157.5	8.0	3.1	2.2	119.0	38.5
Dec 12	159.7	121.8	37.9	8.1	10.9	4.5	160.5	8.2	3.0	2.4	121.5	39.0
1992 Jan 9	168.5	128.2	40.3	8.6	11.4	4.8	164.1	8.4	3.6	3.2	124.6	39.5
Feb 13	172.2	131.5	40.7	8.8	11.7	4.8	166.8	8.5	2.7	3.1	127.1	39.7
Mar 12	172.1	131.5	40.6	8.8	11.7	4.8	167.1	8.5	0.3	2.2	127.5	39.6
Apr 9 P	173.7	132.9	40.8	8.8	11.8	4.8	169.9	8.6	2.8	1.9	129.8	40.1
YORKSHIRE AND HUMBERSIDE												
1988+)	234.9	165.8	69.1	9.8	12.2	6.8	221.0	9.3			155.8	65.2
1989) Annual	178.8	129.7	49.1	7.5	9.5	4.8	175.2	7.4			126.2	49.0
1990) averages	161.3	120.6	40.6	6.8	8.9	4.0	161.1	6.7			120.5	40.6
1991)	207.4	159.4	48.0	8.7	11.7	4.7	206.9	8.7			159.1	47.8
1991 Apr 11	202.1	155.6	46.5	8.5	11.4	4.5	199.2	8.4	7.8	7.1	153.0	46.2
May 9	202.4	156.3	46.1	8.5	11.5	4.5	204.3	8.6	5.1	6.5	157.2	47.1
June 13	203.4	157.0	46.4	8.5	11.5	4.5	208.8	8.8	4.5	5.8	160.7	48.1
July 11	213.9	163.1	50.7	9.0	12.0	5.0	213.8	9.0	5.0	4.9	164.6	49.2
Aug 8	219.1	166.2	52.9	9.2	12.2	5.2	218.3	9.2	4.5	4.7	168.0	50.3
Sept 12	219.7	167.7	52.1	9.2	12.3	5.1	220.0	9.2	1.7	3.7	169.4	50.6
Oct 10	215.8	166.0	49.8	9.0	12.2	4.9	220.4	9.2	.4	2.2	169.8	50.6
Nov 14	217.5	168.4	49.1	9.1	12.4	4.8	221.5	9.3	1.1	1.1	171.0	50.5
Dec 12	223.0	173.2	49.7	9.3	12.7	4.9	222.6	9.3	1.1	.9	171.8	50.8
1992 Jan 9	233.1	180.7	52.4	9.8	13.3	5.1	225.9	9.5	3.3	1.8	174.7	51.2
Feb 13	234.8	182.1	52.7	9.8	13.4	5.1	228.3	9.6	2.4	2.3	176.9	51.4
Mar 12	233.3	181.1	52.2	9.8	13.3	5.1	228.6	9.6	0.3	2.0	177.2	51.4
Apr 9 P	234.0	181.8	52.2	9.8	13.4	5.1	230.8	9.7	2.2	1.6	179.1	51.7
NORTH WEST												
1988+)	333.0	235.9	97.1	10.9	13.5	7.4	320.8	10.4			228.3	92.4
1989) Annual	262.6	191.6	71.0	8.6	10.9	5.4	261.9	8.5			191.0	70.9
1990) averages	234.9	176.4	58.5	7.7	10.1	4.5	234.7	7.7			176.3	58.4
1991)	287.1	220.9	66.3	9.4	12.6	5.1	286.6	9.4			220.6	66.0
1991 Apr 11	278.5	214.3	64.1	9.1	12.2	4.9	274.8	9.0	7.9	7.6	210.8	64.0
May 9	279.8	215.8	64.0	9.2	12.3	4.9	281.8	9.2	7.0	7.3	216.2	65.6
June 13	280.9	217.3	63.6	9.2	12.4	4.9	287.3	9.4	5.5	6.8	221.1	66.2
July 11	295.2	225.7	69.5	9.7	12.9	5.3	293.6	9.6	6.3	6.3	226.0	67.6
Aug 8	302.5	230.2	72.3	9.9	13.1	5.5	300.1	9.8	6.5	6.1	231.0	69.1
Sept 12	303.9	232.0	71.9	9.9	13.2	5.5	302.8	9.9	2.7	5.2	233.5	69.3
Oct 10	297.2	229.4	67.8	9.7	13.1	5.2	304.0	.9	1.2	3.5	235.1	68.9
Nov 14	300.4	233.3	67.1	9.8	13.3	5.1	307.1	10.0	3.1	2.3	238.2	68.9
Dec 12	306.8	239.3	67.6	10.0	13.7	5.2	308.4	10.1	1.3	1.9	239.2	69.2
1992 Jan 9	322.0	250.0	72.0	10.5	14.3	5.5	313.4	10.3	5.0	3.1	243.2	70.2
Feb 13	322.2	250.7	71.5	10.5	14.3	5.5	314.9	10.3	1.5	2.6	244.8	70.1
Mar 12	320.8	249.8	71.0	10.5	14.3	5.4	314.2	10.3	-0.7	1.9	244.3	69.9
Apr 9 P	323.8	252.3	71.5	10.6	14.4	5.5	319.1	10.4	4.9	1.9	248.2	70.9

See footnotes to *tables 2.1* and *2.2*.

2.3 UNEMPLOYMENT Regions

THOUSAND

		NUMBER UNEMPLOYED All	Male	Female	PER CENT WORKFORCE * All	Male	Female	SEASONALLY ADJUSTED Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Male	Female
NORTH													
1988+	)	179.4	130.7	48.7	13.0	16.4	8.3	171.0	11.9			124.6	46.4
1989	) Annual	141.9	105.7	36.2	10.2	13.3	6.1	140.0	9.9			103.8	36.2
1990	) averages	122.9	93.4	29.5	8.9	11.7	5.0	122.7	8.7			93.3	29.4
1991	)	143.7	111.1	32.6	10.4	14.0	5.5	143.4	10.4			110.9	32.5
1991	Apr 11	142.8	110.6	32.2	10.3	13.9	5.5	140.0	10.1	4.8	3.4	108.1	31.9
	May 9	141.9	110.0	31.9	10.2	13.8	5.4	142.6	10.3	2.6	3.4	110.1	32.5
	June 13	140.9	109.1	31.8	10.2	13.7	5.4	144.1	10.4	1.5	3.0	111.1	33.0
	July 11	146.1	112.1	34.0	10.5	14.1	5.8	147.0	10.6	2.9	2.3	113.5	33.5
	Aug 8	147.6	112.7	35.0	10.7	14.2	5.9	148.9	10.8	1.9	2.1	115.0	33.9
	Sept 12	149.1	114.2	34.9	10.8	14.3	5.9	149.9	10.8	1.0	1.9	116.1	33.8
	Oct 10	146.2	113.1	33.1	10.6	14.2	5.6	149.6	10.8	-0.3	0.9	116.0	33.6
	Nov 14	147.7	115.0	32.7	10.7	14.4	5.6	150.0	10.8	0.4	0.4	116.6	33.4
	Dec 12	150.8	118.4	32.3	10.9	14.9	5.5	151.0	10.9	1.0	0.4	117.8	33.2
1992	Jan 9	158.0	123.5	34.5	11.4	15.5	5.9	152.2	11.0	1.2	0.9	118.7	33.5
	Feb 13	157.2	122.6	34.5	11.3	15.4	5.9	152.7	11.0	0.5	0.9	119.2	33.5
	Mar 12	155.9	122.1	33.8	11.3	15.3	5.7	152.1	11.0	-0.6	0.4	119.0	33.1
	Apr 9 P	156.7	123.0	33.7	11.3	15.4	5.7	153.6	11.1	1.5	0.5	120.4	33.2
WALES													
1988+	)	130.0	92.9	37.1	10.0	12.3	6.8	123.9	9.8			88.6	35.3
1989	) Annual	97.0	70.9	26.2	7.5	9.4	4.8	96.0	7.3			69.9	26.1
1990	) averages	86.3	65.7	20.6	6.6	8.7	3.8	86.2	6.6			65.6	20.6
1991	)	113.2	88.6	24.6	8.7	11.7	4.5	113.0	8.7			88.5	24.5
1991	Apr 11	110.5	86.7	23.8	8.5	11.5	4.4	108.6	8.3	3.8	4.1	85.0	23.6
	May 9	110.2	86.7	23.5	8.5	11.5	4.3	111.8	8.6	3.2	3.8	87.5	24.3
	June 13	109.8	86.6	23.2	8.4	11.4	4.3	114.2	8.8	2.4	3.1	89.4	24.8
	July 11	116.0	90.3	25.7	8.9	11.9	4.7	117.1	9.0	2.9	2.8	91.7	25.4
	Aug 8	118.5	91.6	26.9	9.1	12.1	4.9	119.3	9.2	2.2	2.5	93.4	25.9
	Sept 12	119.0	92.5	26.4	9.1	12.2	4.9	120.0	9.2	0.7	1.9	94.2	25.8
	Oct 10	117.1	92.0	25.1	9.0	12.2	4.6	119.9	9.2	-0.1	0.9	94.3	25.6
	Nov 14	119.7	94.3	25.4	9.2	12.5	4.7	121.0	9.3	1.1	0.6	95.2	25.8
	Dec 12	122.9	97.1	25.8	9.4	12.8	4.7	121.8	9.4	0.8	0.6	95.7	26.1
1992	Jan 9	128.8	101.1	27.6	9.9	13.4	5.1	123.3	9.5	1.5	1.1	96.8	26.5
	Feb 13	128.1	100.7	27.4	9.8	13.3	5.0	123.6	9.5	0.3	0.9	97.3	26.3
	Mar 12	125.9	99.2	26.7	9.7	13.1	4.9	122.5	9.4	-1.1	0.2	96.4	26.1
	Apr 9 P	125.7	99.1	26.6	9.7	13.1	4.9	123.6	9.5	1.1	0.1	97.4	26.2
SCOTLAND													
1988+	)	293.6	207.2	86.4	11.6	14.3	8.0	278.2	11.2			197.4	80.8
1989	) Annual	234.7	169.5	65.2	9.3	11.7	6.1	233.2	9.3			168.2	65.0
1990	) averages	202.5	148.7	53.8	8.0	10.3	5.0	202.1	8.1			148.5	53.6
1991	)	220.2	165.5	54.7	8.7	11.5	5.1	219.4	8.7			165.0	54.3
1991	Apr 11	217.0	163.1	53.9	8.6	11.3	5.0	214.4	8.5	4.8	3.9	160.4	54.0
	May 9	215.3	162.5	52.9	8.5	11.2	4.9	219.1	8.7	4.7	4.4	163.9	55.2
	June 13	215.5	162.7	52.8	8.5	11.3	4.9	221.9	8.8	2.8	4.1	166.5	55.4
	July 11	228.4	168.4	59.9	9.1	11.7	5.6	225.6	8.9	3.7	3.7	169.4	56.2
	Aug 8	230.2	169.5	60.6	9.1	11.7	5.6	227.0	9.0	1.4	2.6	170.9	56.1
	Sept 12	222.0	167.0	55.0	8.8	11.6	5.1	225.7	9.0	-1.3	1.3	170.4	55.3
	Oct 10	220.4	167.3	53.1	8.7	11.6	4.9	225.7	9.0	0.0	0.0	171.0	54.7
	Nov 14	223.6	170.3	53.3	8.9	11.8	5.0	227.1	9.0	1.4	0.0	172.6	54.5
	Dec 12	228.8	175.2	53.6	9.1	12.1	5.0	227.9	9.0	0.8	0.7	173.6	54.3
1992	Jan 9	241.4	184.1	57.2	9.6	12.7	5.3	230.9	9.2	3.0	1.7	176.0	54.9
	Feb 13	239.8	182.3	57.5	9.5	12.6	5.3	231.5	9.2	0.6	1.5	176.2	55.3
	Mar 12	237.6	180.5	57.1	9.4	12.5	5.3	231.3	9.2	-0.2	1.1	175.5	55.8
	Apr 9 P	237.9	181.0	56.9	9.4	12.5	5.3	233.9	9.3	2.6	1.0	177.6	56.3
NORTHERN IRELAND													
1988+	)	115.7	84.3	31.3	15.8	19.6	10.4	113.2	15.6			82.7	30.5
1989	) Annual	105.7	77.7	28.0	14.5	18.1	9.3	105.6	14.6			77.6	27.9
1990	) averages	97.2	73.2	24.0	13.3	17.0	8.0	97.2	13.4			73.2	24.0
1991	)	100.4	76.7	23.8	13.7	17.8	7.9	100.5	13.8			76.7	23.8
1991	Apr 11	99.0	76.1	22.9	13.6	17.7	7.6	99.2	13.6	0.5	0.6	75.6	23.6
	May 9	98.0	75.5	22.5	13.4	17.6	7.5	99.4	13.6	0.2	0.3	75.9	23.5
	June 13	98.2	75.3	22.9	13.4	17.5	7.6	100.0	13.7	0.6	0.0	76.3	23.7
	July 11	103.6	77.6	26.0	14.2	18.1	8.6	100.8	13.8	0.8	0.0	76.8	24.0
	Aug 8	104.4	78.1	26.3	14.3	18.2	8.7	101.8	13.9	1.0	0.3	77.7	24.1
	Sept 12	104.4	78.5	25.9	14.3	18.3	8.6	102.0	14.0	0.2	0.3	78.0	24.0
	Oct 10	101.4	77.1	24.3	13.9	17.9	8.1	102.5	14.0	0.5	0.3	78.4	24.1
	Nov 14	100.8	77.5	23.3	13.8	18.0	7.7	102.9	14.1	0.4	0.0	79.0	23.9
	Dec 12	101.3	78.4	22.9	13.9	18.2	7.6	103.0	14.1	0.1	0.0	79.0	24.0
1992	Jan 9	104.8	80.7	24.1	14.3	18.8	8.0	103.8	14.2	0.8	0.4	79.4	24.4
	Feb 13	103.9	80.3	23.5	14.2	18.7	7.8	103.9	14.2	0.1	0.3	79.6	24.3
	Mar 12	104.1	80.7	23.4	14.2	18.8	7.8	104.5	14.3	0.6	0.5	80.2	24.3
	Apr 9 P	104.4	81.0	23.5	14.3	18.8	7.8	104.5	14.3	—	0.2	80.4	24.1

See footnotes to *tables 2.1* and *2.2*.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status * and in travel-to-work areas + at April 9 1992

	Male	Female	All	Rate # per cent employees and unemployed	Rate # per cent workforce
ASSISTED REGIONS					
South West					
Development Areas	9,676	3,098	12,774	18.4	..
Intermediate Areas	18,940	5,933	24,873	13.8	..
Unassisted	128,205	39,715	167,920	10.1	..
All	**156,821**	**48,746**	**205,567**	**10.8**	**9.0**
West Midlands					
Intermediate Areas	159,599	47,958	207,557	13.2	..
Unassisted	43,399	14,431	57,830	8.9	..
All	**202,998**	**62,389**	**265,387**	**11.9**	**10.5**
East Midlands					
Development Areas	2,714	876	3,590	10.0	..
Intermediate Areas	3,824	1,346	5,170	10.0	..
Unassisted	126,355	38,601	164,956	10.3	..
All	**132,893**	**40,823**	**173,716**	**10.3**	**8.8**
Yorkshire and Humberside					
Development Areas	18,966	5,149	24,115	14.3	..
Intermediate Areas	90,228	24,517	114,745	12.7	..
Unassisted	72,609	22,502	95,111	9.4	..
All	**181,803**	**52,168**	**233,971**	**11.2**	**9.8**
North West					
Development Areas	103,407	28,899	132,306	15.4	..
Intermediate Areas	79,172	21,879	101,051	11.2	..
Unassisted	69,740	20,741	90,481	9.9	..
All	**252,319**	**71,519**	**323,838**	**12.1**	**10.6**
North					
Development Areas	96,133	25,373	121,506	14.4	..
Intermediate Areas	13,929	4,089	18,018	11.4	..
Unassisted	12,929	4,198	17,127	7.9	..
All	**122,991**	**33,660**	**156,651**	**12.8**	**11.3**
Wales					
Development Areas	37,985	9,687	47,672	12.6	..
Intermediate Areas	52,825	14,090	66,915	11.4	..
Unassisted	8,261	2,813	11,074	8.7	..
All	**99,071**	**26,590**	**125,661**	**11.5**	**9.7**
Scotland					
Development Areas	107,720	31,336	139,056	13.1	..
Intermediate Areas	28,947	10,212	39,159	12.3	..
Unassisted	44,294	15,388	59,682	7.3	..
All	**180,961**	**56,936**	**237,897**	**10.8**	**9.4**
UNASSISTED REGIONS					
South East	**630,952**	**201,108**	**832,060**	**10.5**	**9.1**
East Anglia	**58,286**	**19,065**	**77,351**	**8.9**	**7.6**
Great Britain					
Development Areas	376,601	104,418	481,019	14.1	..
Intermediate Areas	447,464	130,024	577,488	12.3	..
Unassisted	1,195,030	378,562	1,573,592	10.0	..
All	**2,019,095**	**613,004**	**2,632,099**	**11.0**	**9.6**
Northern Ireland	**80,968**	**23,454**	**104,422**	**16.8**	**14.3**
United Kingdom	**2,100,063**	**636,458**	**2,736,521**	**11.2**	**9.7**
TRAVEL-TO-WORK AREAS *					
England					
Accrington and Rossendale (I)	3,782	1,149	4,931	9.8	8.3
Alfreton and Ashfield	4,885	1,312	6,197	10.0	8.9
Alnwick and Amble	1,108	362	1,470	13.7	10.7
Andover	1,797	627	2,424	7.8	6.8
Ashford	2,629	751	3,380	9.9	8.3
Aylesbury and Wycombe	9,785	3,074	12,859	7.5	6.3
Banbury	2,281	732	3,013	9.3	8.0
Barnsley (I)	8,267	2,295	10,562	15.0	13.0
Barnstaple and Ilfracombe	2,756	881	3,637	13.4	10.6
Barrow-in-Furness	3,258	1,054	4,312	9.6	8.4
Basingstoke and Alton	4,171	1,202	5,373	6.4	5.7
Bath	4,414	1,546	5,960	8.6	7.4
Beccles and Halesworth	1,031	405	1,436	9.0	7.0
Bedford	4,791	1,584	6,375	8.1	7.2
Berwick-on-Tweed	618	185	803	8.8	7.2
Bicester	1,150	442	1,592	8.8	7.2
Bideford	1,096	367	1,463	15.4	11.9
Birmingham (I)	73,256	21,549	94,805	13.4	12.0
Bishop Auckland (D)	4,412	1,289	5,701	14.4	12.4
Blackburn (I)	5,729	1,519	7,248	11.4	9.8
Blackpool	9,490	2,523	12,013	10.6	8.5
Blandford	612	220	832	8.3	6.5
Bodmin and Liskeard (I)	2,564	893	3,457	15.2	11.2
Bolton and Bury (I)	16,040	4,479	20,519	11.6	10.0
Boston	1,755	525	2,280	9.7	7.9

	Male	Female	All	Rates # per cent employees and unemployed	Rates # per cent workforce
Bournemouth	10,305	2,875	13,180	12.5	10.3
Bradford (I)	19,099	4,968	24,067	10.8	9.7
Bridgwater	3,011	999	4,010	12.9	10.5
Bridlington and Driffield	2,173	740	2,913	14.1	11.4
Bridport	773	265	1,038	12.5	9.0
Brighton	16,480	4,992	21,472	13.4	11.1
Bristol	27,853	8,404	36,257	10.5	9.4
Bude (I)	770	268	1,038	17.0	11.6
Burnley	3,063	924	3,987	9.3	8.3
Burton-on-Trent	4,771	1,550	6,321	10.5	9.1
Bury St Edmunds	1,677	568	2,245	6.4	5.5
Buxton	1,172	514	1,686	7.4	5.8
Calderdale	6,585	2,290	8,875	10.5	9.2
Cambridge	6,856	2,200	9,056	6.1	5.3
Canterbury	4,016	1,010	5,026	10.4	8.8
Carlisle	3,151	1,036	4,187	7.9	6.7
Castleford and Pontefract	4,874	1,267	6,141	11.9	10.7
Chard	691	206	897	9.3	7.6
Chelmsford and Braintree	7,603	2,489	10,092	9.1	7.8
Cheltenham	4,559	1,356	5,915	7.4	6.5
Chesterfield	6,531	2,011	8,542	11.3	9.8
Chichester	4,179	1,027	5,206	8.8	7.2
Chippenham	2,047	719	2,766	9.4	7.5
Cinderford and Ross-on-Wye (I)	2,138	765	2,903	11.3	9.2
Cirencester	805	275	1,080	7.4	6.2
Clacton	2,916	745	3,661	18.7	14.5
Clitheroe	351	152	503	5.7	4.6
Colchester	5,974	1,962	7,936	9.9	8.4
Corby (D)	2,503	810	3,313	9.5	8.6
Coventry and Hinckley (I)	22,471	6,976	29,447	12.6	11.2
Crawley	9,369	2,992	12,361	6.0	5.2
Crewe	3,726	1,214	4,940	10.1	8.9
Cromer and North Walsham	1,632	443	2,075	10.3	8.1
Darlington (I)	4,148	1,196	5,344	10.7	9.2
Dartmouth and Kingsbridge	705	244	949	11.6	7.8
Derby	11,944	3,540	15,484	10.3	9.1
Devizes	879	252	1,131	8.8	7.3
Diss	810	296	1,106	7.6	5.8
Doncaster (I)	11,644	3,386	15,030	15.2	13.3
Dorchester and Weymouth	3,263	1,042	4,305	11.1	9.4
Dover and Deal	3,564	973	4,537	10.1	8.8
Dudley and Sandwell (I)	26,021	7,900	33,921	13.1	11.7
Durham (I)	4,649	1,432	6,081	10.0	8.8
Eastbourne	4,621	1,290	5,911	10.8	8.7
Evesham	1,808	684	2,492	8.5	6.5
Exeter	6,261	1,808	8,069	7.9	6.8
Fakenham	996	389	1,385	13.7	10.2
Falmouth (D)	1,478	427	1,905	15.8	12.6
Folkestone	3,301	742	4,043	12.8	10.7
Gainsborough (I)	1,167	359	1,526	12.3	10.2
Gloucester	5,056	1,424	6,480	8.4	7.6
Goole and Selby	2,373	842	3,215	10.9	9.5
Gosport and Fareham	4,636	1,648	6,284	11.6	10.1
Grantham	1,435	454	1,889	8.1	6.8
Great Yarmouth	4,491	1,499	5,990	13.9	11.7
Grimsby (I)	7,507	1,934	9,441	12.5	11.1
Guildford and Aldershot	10,853	3,293	14,146	7.6	6.4
Harrogate	1,817	571	2,388	5.4	4.6
Hartlepool (D)	5,096	1,231	6,327	18.1	15.9
Harwich	819	212	1,031	13.9	12.0
Hastings	5,952	1,531	7,483	14.9	11.8
Haverhill	970	329	1,299	11.5	9.5
Heathrow	43,528	15,117	58,645	8.7	7.5
Helston (D)	895	338	1,233	17.3	12.6
Hereford and Leominster	3,201	1,180	4,381	10.0	8.0
Hertford and Harlow	15,728	5,473	21,201	9.6	8.3
Hexham	767	293	1,060	7.5	5.6
Hitchin and Letchworth	4,320	1,629	5,949	10.4	9.0
Honiton and Axminster	1,205	383	1,588	9.2	6.7
Horncastle and Market Rasen	839	354	1,193	9.4	7.1
Huddersfield	6,726	2,140	8,866	9.7	8.3
Hull (I)	18,822	5,266	24,088	12.4	11.0
Huntingdon and St Neots	3,242	1,290	4,532	9.3	8.0
Ipswich	6,466	1,925	8,391	7.5	6.7
Isle of Wight	4,828	1,508	6,336	13.9	11.3
Keighley	2,390	896	3,286	10.7	9.1
Kendal	751	250	1,001	4.1	3.3
Keswick	142	61	203	5.6	3.9
Kettering and Market Harborough	2,685	862	3,547	8.8	7.5
Kidderminster (I)	3,192	1,078	4,270	10.7	9.1
King's Lynn and Hunstanton	3,447	1,158	4,605	11.1	9.3
Lancaster and Morecambe	4,265	1,239	5,504	12.3	10.1
Launceston	653	270	923	11.1	7.8
Leeds	24,989	7,191	32,180	9.3	8.4
Leek	512	172	684	5.7	4.7
Leicester	19,283	5,884	25,167	9.9	8.6
Lincoln	5,347	1,696	7,043	11.3	9.6
Liverpool (D)	57,539	15,552	73,091	16.9	15.0
London	287,102	96,733	383,835	12.0	10.6

2.4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status * and in travel-to-work areas + at April 9 1992

	Male	Female	All	Rate # per cent employees and unemployed	Rate # per cent workforce
Loughborough and Coalville	3,693	1,293	4,986	7.9	6.9
Louth and Mablethorpe	1,476	466	1,942	14.6	11.2
Lowestoft	2,685	1,048	3,733	11.4	9.9
Ludlow	840	321	1,161	9.1	6.7
Macclesfield	2,598	897	3,495	5.8	4.9
Malton	267	134	401	5.1	4.2
Malvern and Ledbury	1,498	483	1,981	9.8	7.6
Manchester (I)	64,405	17,770	82,175	11.2	9.9
Mansfield	6,351	1,523	7,874	13.5	11.7
Matlock	811	301	1,112	6.1	5.0
Medway and Maidstone	20,296	5,896	26,192	12.3	10.5
Melton Mowbray	1,184	424	1,608	7.4	6.0
Middlesbrough (D)	15,066	3,708	18,774	15.6	13.9
Milton Keynes	7,290	2,310	9,600	9.8	8.8
Minehead	761	256	1,017	11.6	8.7
Morpeth and Ashington (I)	5,144	1,468	6,612	14.1	12.2
Newark	2,061	628	2,689	11.8	9.7
Newbury	2,251	759	3,010	7.3	6.2
Newcastle upon Tyne (D)	34,494	9,265	43,759	12.5	11.3
Newmarket	1,691	581	2,272	8.0	6.7
Newquay (D)	1,542	645	2,187	20.9	16.1
Newton Abbot	2,201	626	2,827	11.5	9.2
Northallerton	615	207	822	4.7	3.9
Northampton	7,638	2,419	10,057	8.4	7.4
Northwich	3,257	1,120	4,377	8.4	7.3
Norwich	9,407	2,859	12,266	8.5	7.4
Nottingham	30,207	8,447	38,654	11.6	10.3
Okehampton	358	123	481	10.4	7.1
Oldham (I)	7,715	2,465	10,180	12.2	10.6
Oswestry	960	351	1,311	9.5	7.7
Oxford	10,160	2,853	13,013	6.8	6.0
Pendle	2,272	748	3,020	9.3	7.8
Penrith	528	195	723	4.9	3.7
Penzance and St Ives (D)	2,535	826	3,361	18.1	13.7
Peterborough	8,247	2,457	10,704	10.7	9.5
Pickering and Helmsley	321	118	439	6.0	4.4
Plymouth (I)	13,927	4,187	18,114	13.6	11.9
Poole	5,780	1,611	7,391	11.0	9.3
Portsmouth	14,740	4,010	18,750	12.4	10.8
Preston	10,663	3,137	13,800	8.8	7.6
Reading	8,744	2,370	11,114	7.1	6.2
Redruth and Camborne (D)	3,226	862	4,088	19.2	15.6
Retford	1,627	554	2,181	10.5	8.8
Richmondshire	601	298	899	6.9	5.4
Ripon	488	216	704	6.7	5.1
Rochdale (I)	6,211	1,760	7,971	12.9	11.1
Rotherham and Mexborough (D)	12,882	3,372	16,254	16.7	14.9
Rugby and Daventry	3,324	1,397	4,721	9.0	7.6
Salisbury	2,716	901	3,617	7.9	6.7
Scarborough and Filey	2,579	870	3,449	10.3	8.5
Scunthorpe (D)	5,211	1,465	6,676	11.1	9.7
Settle	201	73	274	4.2	3.0
Shaftesbury	1,067	337	1,404	10.0	7.2
Sheffield (I)	26,373	7,233	33,606	12.9	11.5
Shrewsbury	2,527	816	3,343	8.1	6.6
Sittingbourne and Sheerness	4,542	1,359	5,901	15.0	12.8
Skegness	1,554	514	2,068	18.6	14.2
Skipton	571	178	749	7.1	5.5
Sleaford	653	301	954	7.7	6.2
Slough	10,117	3,411	13,528	7.6	6.7
South Molton	412	128	540	11.7	7.8
South Tyneside (D)	8,120	2,194	10,314	21.0	18.4
Southampton	15,756	3,822	19,578	10.7	9.5
Southend	25,990	7,621	33,611	13.7	11.5
Spalding and Holbeach	1,345	421	1,766	7.4	5.7
St Austell	2,323	701	3,024	13.2	10.3
Stafford	3,689	1,222	4,911	6.9	6.0
Stamford	1,030	409	1,439	8.2	6.6
Stockton-on-Tees (D)	7,790	2,243	10,033	13.3	12.1
Stoke	14,133	4,499	18,632	9.9	8.7
Stroud	2,954	949	3,903	10.3	8.3
Sudbury	1,380	496	1,876	11.6	9.0
Sunderland (D)	18,711	4,605	23,316	15.1	13.4
Swindon	7,640	2,395	10,035	9.1	8.1
Taunton	2,857	850	3,707	8.1	6.7
Telford and Bridgnorth (I)	5,733	2,107	7,840	10.6	9.3
Thanet	5,313	1,465	6,778	17.3	14.0
Thetford	1,865	638	2,503	11.8	9.9
Thirsk	215	110	325	5.3	4.2
Tiverton	829	275	1,104	9.9	7.7
Torbay	5,414	1,541	6,955	14.9	11.6
Torrington	441	185	626	12.5	8.6
Totnes	722	242	964	13.4	9.6
Trowbridge and Frome	3,460	1,148	4,608	9.8	8.4
Truro	1,850	607	2,457	9.9	8.0
Tunbridge Wells	5,028	1,498	6,526	6.8	5.6
Uttoxeter and Ashbourne	564	185	749	6.1	5.0
Wakefield and Dewsbury	9,933	2,810	12,743	11.9	10.5
Walsall (I)	15,205	4,292	19,497	13.3	11.7

	Male	Female	All	Rates # per cent employees and unemployed	Rates # per cent workforce
Wareham and Swanage	810	309	1,119	9.4	7.7
Warminster	524	224	748	9.6	7.9
Warrington	5,614	1,559	7,173	8.4	7.7
Warwick	4,625	1,592	6,217	7.7	6.6
Watford and Luton	23,838	7,249	31,087	9.6	8.4
Wellingborough and Rushden	3,402	1,264	4,666	9.6	8.2
Wells	1,855	619	2,474	9.5	7.7
Weston-super-Mare	3,913	1,178	5,091	12.1	9.9
Whitby (D)	795	266	1,061	13.8	10.1
Whitchurch and Market Drayton	916	325	1,241	9.0	6.7
Whitehaven	2,307	641	2,948	9.2	8.2
Widnes and Runcorn (D)	6,091	1,740	7,831	13.3	12.1
Wigan and St Helens (D)	18,460	5,513	23,973	14.3	12.4
Winchester and Eastleigh	3,420	893	4,313	5.1	4.5
Windermere	280	115	395	4.9	3.7
Wirral and Chester (D)	21,317	6,094	27,411	13.7	12.0
Wisbech	1,734	572	2,306	14.1	11.1
Wolverhampton (I)	14,423	4,291	18,714	14.2	12.6
Woodbridge and Leiston	977	345	1,322	5.3	4.5
Worcester	4,236	1,222	5,458	9.4	8.1
Workington (D)	2,733	950	3,683	13.2	11.0
Worksop	2,194	645	2,839	12.1	10.7
Worthing	5,919	1,536	7,455	9.6	8.0
Yeovil	2,959	1,044	4,003	9.0	7.4
York	4,941	1,569	6,510	6.8	5.9
Wales					
Aberdare (D)	2,434	550	2,984	15.2	13.1
Aberystwyth	630	215	845	6.4	5.1
Bangor and Caernarfon (I)	2,962	906	3,868	13.6	11.2
Blaenau, Gwent and Abergavenny (D)	3,481	735	4,216	13.5	11.3
Brecon	463	177	640	7.6	5.4
Bridgend (I)	5,289	1,564	6,853	12.2	10.5
Cardiff (I)	17,639	4,152	21,791	10.4	9.3
Cardigan (D)	846	279	1,125	15.9	9.6
Carmarthen	916	277	1,193	6.1	4.6
Conwy and Colwyn	2,814	900	3,714	11.4	8.9
Denbigh	664	239	903	9.7	6.5
Dolgellau and Barmouth	435	161	596	12.3	9.1
Fishguard (I)	352	139	491	16.4	9.6
Haverfordwest (I)	1,944	555	2,499	13.1	10.3
Holyhead (D)	2,375	758	3,133	18.2	14.4
Lampeter and Aberaeron (D)	512	175	687	12.4	7.9
Llandeilo	258	82	340	11.9	6.6
Llandrindod Wells	505	235	740	7.6	5.3
Llanelli (I)	3,219	977	4,196	13.7	11.4
Machynlleth	294	107	401	10.4	7.0
Merthyr and Rhymney (D)	6,293	1,335	7,628	14.4	12.5
Monmouth	335	124	459	10.6	7.5
Neath and Port Talbot (D)	3,533	923	4,456	10.9	9.7
Newport (I)	7,170	2,064	9,234	10.7	9.6
Newtown	549	137	686	6.6	4.9
Pontypool and Cwmbran (I)	3,653	1,064	4,717	11.8	10.4
Pontypridd and Rhondda (D)	6,658	1,540	8,198	12.9	11.2
Porthmadoc and Ffestiniog (I)	600	199	799	11.7	9.1
Pwllheli (I)	574	201	775	13.5	9.4
Shotton, Flint and Rhyl (D)	5,900	1,669	7,569	9.8	8.2
South Pembrokeshire (D)	1,685	535	2,220	18.0	13.2
Swansea (I)	9,423	2,269	11,692	11.3	9.8
Welshpool	398	159	557	7.5	5.0
Wrexham (D)	4,268	1,188	5,456	10.5	8.9
Scotland					
Aberdeen	5,199	1,754	6,953	3.9	3.5
Alloa (I)	1,730	583	2,313	13.2	11.5
Annan	589	234	823	9.0	7.3
Arbroath (D)	929	425	1,354	14.6	11.8
Ayr (I)	3,537	1,147	4,684	10.0	8.6
Badenoch (I)	301	150	451	10.2	7.9
Banff	391	136	527	6.1	4.5
Bathgate (D)	4,926	1,546	6,472	13.6	12.2
Berwickshire	359	147	506	10.9	7.5
Blairgowrie and Pitlochry	635	264	899	8.2	6.2
Brechin and Montrose	831	419	1,250	10.0	7.7
Buckie	290	184	474	11.1	8.8
Campbeltown (I)	325	128	453	13.3	9.1
Crieff	221	90	311	8.1	6.2
Cumnock and Sanquhar (D)	2,321	601	2,922	22.6	18.5
Dumbarton (D)	3,054	952	4,006	13.5	11.9
Dumfries	1,491	531	2,022	8.5	7.2
Dundee (D)	7,615	2,632	10,247	11.3	10.1
Dunfermline (I)	4,273	1,377	5,650	11.6	10.2
Dunoon and Bute (I)	972	340	1,312	15.7	11.2
Edinburgh	19,469	5,691	25,160	8.4	7.5
Elgin	818	515	1,333	8.2	7.0
Falkirk (I)	5,159	1,743	6,902	11.4	10.2
Forfar	526	279	805	8.3	6.8
Forres (I)	319	130	449	15.2	11.7

Unemployment in regions by assisted area status * and in travel-to-work areas + at April 9 1992

	Male	Female	All	Rate # per cent employees and unemployed	Rate # per cent workforce
Fraserburgh	364	166	530	6.9	5.4
Galashiels	628	247	875	5.3	4.4
Girvan (I)	480	168	648	17.3	13.3
Glasgow (D)	58,670	16,752	75,422	12.5	11.3
Greenock (D)	4,406	1,182	5,588	15.0	13.2
Haddington	778	227	1,005	9.3	7.5
Hawick	571	247	818	9.7	8.3
Huntly	178	88	266	8.3	6.1
Invergordon and Dingwall (I)	1,168	422	1,590	12.0	10.3
Inverness	2,502	888	3,390	9.2	7.8
Irvine (D)	5,922	1,795	7,717	14.8	12.9
Islay/Mid Argyll	311	133	444	9.8	7.8
Keith	273	178	451	9.0	7.2
Kelso and Jedburgh	236	109	345	6.8	5.3
Kilmarnock (D)	3,434	1,101	4,535	14.3	12.4
Kirkcaldy (I)	5,951	2,129	8,080	13.4	11.8
Lanarkshire (D)	16,443	4,350	20,793	14.1	12.2
Lochaber (I)	584	299	883	11.2	9.0
Lockerbie	228	129	357	10.5	7.4
Newton Stewart (I)	360	194	554	18.6	12.3
North East Fife	928	405	1,333	7.6	6.2
Oban	437	228	665	8.6	6.4
Orkney Islands	348	125	473	6.5	4.6
Peebles	347	124	471	10.7	8.6
Perth	1,767	563	2,330	7.5	6.5

	Male	Female	All	Rates # per cent employees and unemployed	Rates # per cent workforce
Peterhead	628	229	857	7.4	6.0
Shetland Islands	303	134	437	4.6	3.7
Skye and Wester Ross (I)	561	292	853	12.2	9.4
Stewartry (I)	460	194	654	9.9	6.9
Stirling	2,185	759	2,944	8.3	7.2
Stranraer (I)	720	233	953	13.1	10.3
Sutherland (I)	344	195	539	13.0	9.7
Thurso	463	165	628	8.9	7.4
Western Isles (I)	1,184	367	1,551	15.9	11.7
Wick (I)	519	121	640	15.3	11.6
Northern Ireland					
Ballymena	1,957	704	2,661	11.3	9.4
Belfast	39,021	12,435	51,456	14.7	12.9
Coleraine	4,726	1,259	5,985	18.8	15.6
Cookstown	1,682	459	2,141	24.4	19.3
Craigavon	6,696	2,144	8,840	15.1	12.8
Dungannon	2,656	694	3,350	20.4	16.7
Enniskillen	2,769	671	3,440	18.2	14.3
Londonderry	9,078	1,902	10,980	23.0	19.5
Magherafelt	1,897	523	2,420	19.1	15.5
Newry	5,277	1,382	6,659	24.2	19.9
Omagh	2,436	735	3,171	19.2	15.3
Strabane	2,773	546	3,319	29.2	23.4

(I) Intermediate Area
(D) Development Area
* Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.
+ Travel-to-work areas are defined in the supplement to the September 1984 issue of the *Employment Gazette*, with slight amendments as given in the November 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
# Unemployment rates are calculated as a percentage of the estimated total workforce (the sum of employees in employment, unemployment claimants, self-employed, HM Forces and participants on work-related government training programmes) and as a percentage of estimates of employees in employment and the unemployed only. The local area rates for Great Britain have not yet been revised to take account of the results of the 1989 Census of Employment and 1990 Labour Force Survey, and hence are not consistent with the rates (not seasonally adjusted) shown in *tables 2.1, 2.2* and *2.4*.

UNEMPLOYMENT 2.5
Age and duration

THOUSAND

UNITED KINGDOM		18-24				25-49				50 and over				All ages *			
		Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																	
1990	Apr	288.7	92.0	84.5	465.2	413.6	147.9	283.0	844.4	99.3	43.7	172.3	315.3	802.9	283.7	539.7	1,626.3
	July	317.7	88.4	81.6	487.7	411.6	152.1	273.5	837.2	95.2	43.1	158.6	296.9	826.2	283.7	513.6	1,623.6
	Oct	332.2	83.6	81.0	496.8	436.6	161.1	272.1	869.9	102.6	44.7	154.5	301.8	873.4	289.5	507.7	1,670.6
1991	Jan	399.7	101.3	85.4	586.5	567.3	183.5	286.9	1,037.8	131.8	48.5	152.5	332.8	1,101.5	333.4	524.8	1,959.7
	Apr	430.5	134.5	94.0	659.0	646.7	221.1	309.2	1,177.0	151.4	56.1	151.8	359.3	1,231.5	411.9	555.1	2,198.5
	July	472.9	155.3	107.9	736.2	650.9	269.4	336.4	1,256.6	155.3	66.9	147.9	370.1	1,283.5	491.9	592.2	2,367.5
	Oct	447.6	158.6	125.3	731.5	618.3	308.1	376.2	1,302.6	152.4	81.0	152.5	385.9	1,223.9	548.0	654.0	2,426.0
1992	Jan	467.6	175.0	147.0	789.6	692.7	326.9	436.7	1,456.3	168.9	88.4	163.2	420.5	1,336.2	590.7	747.0	2,673.9
	Apr	431.9	189.9	168.3	790.0	684.5	320.0	497.5	1,502.0	171.6	87.5	175.1	434.1	1,297.5	598.2	840.8	2,736.5
MALE																	
1990	Apr	192.5	62.7	62.9	318.2	299.6	107.2	234.2	641.0	76.3	33.5	128.4	238.2	569.2	203.5	425.5	1,198.2
	July	206.3	61.6	60.7	328.6	297.2	113.1	227.4	637.7	72.9	33.2	118.7	224.8	577.4	207.9	406.8	1,192.1
	Oct	220.5	59.5	60.9	340.9	322.7	121.6	227.3	671.7	80.1	34.6	116.1	230.8	624.4	215.8	404.3	1,244.4
1991	Jan	272.8	72.6	65.0	410.4	430.0	140.0	240.9	810.8	105.4	37.7	115.1	258.2	809.5	250.3	421.0	1,480.8
	Apr	295.9	96.9	72.2	465.0	488.6	171.9	260.2	920.7	121.5	44.4	115.1	280.9	907.4	313.2	447.6	1,668.2
	July	314.2	113.6	83.2	511.0	481.9	212.9	284.3	979.1	123.3	53.7	112.7	289.8	921.8	380.3	480.3	1,782.4
	Oct	296.8	117.6	97.2	511.6	459.2	243.1	319.3	1,021.6	121.0	65.4	116.9	303.3	880.1	426.2	533.4	1,839.7
1992	Jan	315.8	128.0	115.4	559.3	521.7	255.2	372.6	1,149.4	134.8	71.3	126.4	332.6	976.1	454.8	614.4	2,045.4
	Apr	295.0	136.0	132.8	563.8	513.7	248.3	424.8	1,186.8	137.2	70.2	136.3	343.7	951.2	454.9	694.0	2,100.1
FEMALE																	
1990	Apr	96.1	29.3	21.6	147.0	114.0	40.6	48.8	203.4	23.0	10.2	43.8	77.1	233.7	80.2	114.2	428.1
	July	111.4	26.8	20.9	159.1	114.4	39.0	46.1	199.5	22.3	9.9	39.9	72.0	248.9	75.8	106.8	431.5
	Oct	111.8	24.0	20.2	156.0	113.8	39.5	44.8	198.2	22.4	10.1	38.4	71.0	249.0	73.7	103.5	426.2
1991	Jan	126.9	28.8	20.4	176.1	137.4	43.6	46.0	227.0	26.4	10.8	37.4	74.6	292.0	83.1	103.8	479.0
	Apr	134.6	37.6	21.8	194.0	158.2	49.2	48.9	256.4	30.0	11.8	36.7	78.4	324.1	98.7	107.5	530.2
	July	158.7	41.8	24.7	225.2	169.0	56.5	52.1	277.5	31.9	13.2	35.1	80.3	321.7	111.6	111.9	585.2
	Oct	150.8	41.0	28.0	219.8	159.1	65.0	57.0	281.0	31.4	15.7	35.6	82.6	343.9	121.8	120.6	586.2
1992	Jan	151.8	47.0	31.5	230.3	171.0	71.7	64.1	306.8	34.1	17.1	36.8	88.0	360.1	135.9	132.5	628.5
	Apr	136.9	53.9	35.4	226.2	170.7	71.8	72.6	315.2	34.3	17.3	38.8	90.4	346.3	143.3	146.9	636.5

See footnotes to *tables 2.1* and *2.2*.
* Including some aged under 18.

2.6 UNEMPLOYMENT
Age and duration: April 9 1992
Regions

Duration of unemployment in weeks	Male 18-24	Male 25-49	Male 50 and over	Male All ages *	Female 18-24	Female 25-49	Female 50 and over	Female All ages *
SOUTH EAST								
2 or less	10,016	21,292	6,992	38,491	5,349	8,926	1,898	16,333
Over 2 and up to 4	8,552	16,338	4,395	29,471	4,216	5,755	1,060	11,215
4 8	15,664	30,878	7,874	54,722	8,043	11,261	2,149	21,726
8 13	18,916	36,127	9,237	64,562	9,339	12,298	2,462	24,343
13 26	31,129	65,833	18,253	115,425	13,726	19,997	4,395	38,305
26 52	37,200	83,519	24,185	145,008	15,803	25,143	6,265	47,334
52 104	25,948	80,338	19,844	126,142	8,048	15,759	4,837	28,657
104 156	4,134	19,656	4,954	28,744	1,232	3,511	1,436	6,179
156 208	851	5,874	2,047	8,772	251	1,111	667	2,029
208 260	306	2,926	1,498	4,730	119	590	583	1,292
Over 260	326	7,634	6,925	14,885	111	1,326	2,258	3,695
All	153,042	370,415	106,204	630,952	66,237	105,677	28,010	201,108
GREATER LONDON (*Included in South East*)								
2 or less	4,275	9,633	2,756	16,731	2,440	4,342	839	7,675
Over 2 and up to 4	3,815	7,634	1,839	13,355	2,092	2,906	473	5,542
4 8	7,167	14,782	3,291	25,344	4,023	5,714	1,009	10,852
8 13	8,483	17,449	3,889	29,921	4,542	6,329	1,163	12,136
13 26	13,598	30,474	7,300	51,439	6,425	10,196	2,075	18,775
26 52	18,523	43,526	10,604	72,688	8,750	13,820	3,150	25,779
52 104	13,647	43,012	9,395	66,061	4,914	9,513	2,498	16,930
104 156	2,488	11,823	2,770	17,081	829	2,262	787	3,878
156 208	581	3,951	1,269	5,801	168	735	402	1,305
208 260	244	2,200	966	3,410	93	416	347	856
Over 260	248	5,626	4,426	10,300	83	878	1,312	2,273
All	73,069	190,110	48,505	312,131	34,359	57,111	14,055	106,001
EAST ANGLIA								
2 or less	1,144	2,158	719	4,051	623	873	242	1,759
Over 2 and up to 4	933	1,517	401	2,881	499	554	127	1,210
4 8	1,633	2,874	809	5,353	856	974	183	2,049
8 13	1,965	3,321	991	6,309	963	1,137	248	2,370
13 26	3,646	6,320	2,046	12,033	1,577	2,005	470	4,070
26 52	3,532	6,444	2,346	12,335	1,524	1,964	578	4,077
52 104	2,402	6,209	1,808	10,419	679	1,247	430	2,358
104 156	411	1,714	464	2,589	94	328	134	556
156 208	74	443	196	713	23	84	69	176
208 260	23	201	130	354	4	49	46	99
Over 260	29	569	651	1,249	12	120	209	341
All	15,792	31,770	10,561	58,286	6,854	9,335	2,736	19,065
SOUTH WEST								
2 or less	2,730	5,697	2,063	10,559	1,431	2,051	427	3,971
Over 2 and up to 4	2,205	3,994	1,037	7,316	1,065	1,375	209	2,706
4 8	3,871	7,318	2,095	13,398	1,890	2,539	522	5,060
8 13	4,614	8,235	2,261	15,211	2,277	2,796	574	5,714
13 26	8,837	16,871	5,155	30,944	3,966	5,059	1,232	10,323
26 52	9,433	19,472	6,543	35,477	3,822	5,736	1,520	11,107
52 104	6,598	18,789	4,927	30,315	1,706	3,405	1,297	6,409
104 156	1,015	4,414	1,318	6,747	276	765	393	1,434
156 208	244	1,316	593	2,153	64	297	176	537
208 260	75	630	403	1,108	23	172	168	363
Over 260	60	1,672	1,861	3,593	28	406	688	1,122
All	39,682	88,408	28,256	156,821	16,548	24,601	7,206	48,746
WEST MIDLANDS								
2 or less	3,357	5,717	1,961	11,095	1,715	2,274	519	4,562
Over 2 and up to 4	2,727	4,408	1,220	8,403	1,331	1,555	277	3,210
4 8	4,847	7,952	2,422	15,302	2,432	2,856	568	5,943
8 13	6,024	9,687	2,829	18,608	2,883	3,369	686	6,994
13 26	11,058	18,427	5,729	35,279	4,844	5,597	1,370	11,850
26 52	13,929	23,232	7,954	45,147	5,726	7,153	1,746	14,645
52 104	10,980	24,550	6,106	41,639	3,089	4,423	1,543	9,055
104 156	2,223	7,058	1,623	10,904	584	1,140	482	2,206
156 208	625	2,683	868	4,176	170	442	318	930
208 260	245	1,458	750	2,453	58	227	283	568
Over 260	223	4,761	5,008	9,992	128	808	1,490	2,426
All	56,238	109,933	36,470	202,998	22,960	29,844	9,282	62,389
EAST MIDLANDS								
2 or less	2,305	4,205	1,531	8,115	1,215	1,560	323	3,152
Over 2 and up to 4	1,956	3,203	867	6,079	939	1,140	195	2,316
4 8	3,617	5,706	1,506	10,927	1,750	1,972	397	4,189
8 13	4,157	6,841	1,732	12,811	2,021	2,254	407	4,748
13 26	7,748	12,908	3,831	24,563	3,240	3,822	842	7,946
26 52	8,829	14,746	4,815	28,425	3,496	4,583	1,088	9,201
52 104	6,572	15,352	3,754	25,682	1,660	2,926	934	5,522
104 156	1,433	4,625	1,220	7,278	309	746	341	1,396
156 208	301	1,591	665	2,557	67	282	226	585
208 260	98	801	594	1,493	26	141	224	391
Over 260	115	2,267	2,581	4,963	49	476	852	1,377
All	37,131	72,245	23,096	132,893	14,772	19,902	5,639	40,823

Duration of unemployment in weeks	Male 18-21	Male 25-49	Male 50 and over	Male All ages *	Female 18-24	Female 25-49	Female 50 and over	Female All ages *
YORKSHIRE AND HUMBERSIDE								
2 or less	3,184	5,786	2,062	11,118	1,664	2,071	374	4,178
Over 2 and up to 4	2,602	4,097	1,034	7,811	1,214	1,280	202	2,759
4 8	4,752	7,560	1,799	14,235	2,190	2,413	468	5,176
8 13	5,580	8,511	2,098	16,285	2,557	2,720	507	5,875
13 26	10,367	15,815	4,107	30,358	4,363	4,645	893	9,954
26 52	12,967	20,121	5,636	38,753	4,818	5,481	1,194	11,523
52 104	9,836	21,317	4,940	36,096	2,484	3,589	1,152	7,228
104 156	2,197	6,777	1,627	10,601	499	947	457	1,903
156 208	708	2,950	1,068	4,726	133	423	319	875
208 260	198	1,349	883	2,430	45	236	342	623
Over 260	233	4,662	4,495	9,390	95	673	1,306	2,074
All	52,624	98,945	29,749	181,803	20,062	24,478	7,214	52,168
NORTH WEST								
2 or less	4,262	7,365	2,359	14,113	2,220	2,953	613	5,902
Over 2 and up to 4	3,615	5,505	1,259	10,503	1,723	1,745	301	3,848
4 8	6,698	10,241	2,335	19,457	3,031	3,424	616	7,196
8 13	7,631	11,410	2,604	21,799	3,413	3,569	652	7,736
13 26	14,741	22,698	5,482	43,051	6,050	6,240	1,299	13,674
26 52	17,547	28,024	6,764	52,392	6,630	7,127	1,675	15,485
52 104	14,213	29,113	5,518	48,846	3,630	4,610	1,469	9,711
104 156	3,625	9,881	2,003	15,509	840	1,477	644	2,961
156 208	1,237	4,749	1,251	7,237	219	666	422	1,307
208 260	457	2,521	1,064	4,042	101	374	427	902
Over 260	457	8,684	6,229	15,370	113	950	1,734	2,797
All	74,483	140,191	36,868	252,319	27,970	33,135	9,852	71,519
NORTH								
2 or less	2,244	3,898	1,320	7,526	967	1,321	247	2,575
Over 2 and up to 4	1,583	2,994	688	5,316	728	833	132	1,729
4 8	3,011	5,171	1,241	9,510	1,286	1,476	257	3,088
8 13	3,467	5,567	1,317	10,425	1,641	1,765	303	3,759
13 26	6,824	10,791	2,786	20,444	2,908	2,996	559	6,504
26 52	8,577	13,260	3,228	25,082	3,048	3,529	775	7,370
52 104	6,519	14,463	2,899	23,883	1,656	2,436	745	4,840
104 156	1,558	4,962	1,048	7,568	342	714	319	1,375
156 208	583	2,376	866	3,825	79	291	242	612
208 260	160	1,071	612	1,843	23	134	234	391
Over 260	165	3,971	3,433	7,569	57	432	928	1,417
All	34,691	68,524	19,438	122,991	12,735	15,927	4,741	33,660
WALES								
2 or less	1,843	3,103	990	5,973	886	1,158	232	2,311
Over 2 and up to 4	1,417	2,198	408	4,059	636	648	123	1,439
4 8	2,615	4,147	859	7,684	1,141	1,272	220	2,667
8 13	3,052	4,543	940	8,592	1,323	1,364	233	2,950
13 26	6,028	9,469	1,963	17,487	2,443	2,506	488	5,469
26 52	7,059	11,881	2,682	21,643	2,427	2,872	634	5,951
52 104	5,455	13,071	2,313	20,841	1,130	1,853	548	3,531
104 156	1,086	3,839	772	5,697	192	488	204	884
156 208	282	1,431	465	2,178	47	190	155	392
208 260	98	685	336	1,119	15	112	130	257
Over 260	76	1,951	1,771	3,798	21	243	475	739
All	29,011	56,318	13,499	99,071	10,261	12,706	3,442	26,590
SCOTLAND								
2 or less	3,250	6,010	1,458	10,907	1,673	2,649	455	4,947
Over 2 and up to 4	2,712	4,280	900	8,072	1,283	1,600	306	3,348
4 8	4,807	7,754	1,618	14,477	2,276	3,000	549	6,054
8 13	5,480	8,123	1,613	15,457	2,665	3,090	501	6,455
13 26	10,709	16,657	3,713	31,237	4,485	5,254	1,183	11,048
26 52	11,731	20,367	4,738	36,888	4,345	5,806	1,261	11,450
52 104	8,812	19,578	3,963	32,357	2,355	3,677	1,210	7,244
104 156	2,287	6,536	1,622	10,445	487	1,055	544	2,086
156 208	855	3,384	1,240	5,479	150	463	454	1,067
208 260	363	1,858	1,111	3,342	62	320	446	828
Over 260	322	6,212	5,866	12,400	115	756	1,538	2,409
All	51,238	100,759	27,842	180,961	19,896	27,670	8,447	56,936
NORTHERN IRELAND								
2 or less	930	1,285	438	2,659	548	711	137	1,402
Over 2 and up to 4	810	1,083	198	2,093	333	501	59	895
4 8	1,620	2,270	358	4,257	739	867	147	1,756
8 13	1,885	2,430	374	4,691	851	948	160	1,962
13 26	3,602	5,144	968	9,718	1,491	1,731	339	3,565
26 52	5,165	7,209	1,346	13,724	2,255	2,375	517	5,148
52 104	3,532	8,263	1,373	13,170	995	1,688	474	3,157
104 156	1,124	4,458	836	6,408	322	802	304	1,428
156 208	457	2,729	617	3,803	138	490	288	916
208 260	246	2,172	562	2,980	74	335	219	628
Over 260	477	12,298	4,690	17,465	183	1,431	983	2,597
All	19,848	49,341	11,750	80,968	7,929	11,879	3,627	23,454

* Include some aged under 18. These figures have been affected by the new benefit regulations for under 18 years olds introduced in September 1988.
See also note + to *tables 2.1 and 2.2*.

GREAT BRITAIN Duration of unemployment in weeks	Under 18	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-45	55-59	60 and over	All ages
MALE													
One or less	478	2,658	2,362	11,972	9,667	7,184	5,298	4,807	4,183	3,820	3,249	1,639	57,317
Over 1 and up to 2	449	2,675	2,365	12,303	10,364	7,588	5,770	5,511	4,859	5,369	4,806	2,572	64,631
2 4	866	4,727	3,979	19,596	15,714	11,063	8,212	7,439	6,106	5,590	4,391	2,228	89,911
4 6	794	4,363	3,924	18,797	15,339	11,226	8,053	7,395	6,415	5,566	4,616	2,369	88,857
6 8	597	3,986	3,419	17,026	13,438	9,529	7,030	6,089	5,087	4,445	3,705	1,857	76,208
8 13	1,186	9,918	8,937	42,031	33,199	23,749	17,353	15,296	12,768	11,174	9,546	4,902	190,059
13 26	880	15,619	16,186	79,282	63,107	44,900	33,134	29,496	25,152	22,451	19,291	11,323	360,821
26 39	320	10,125	13,118	56,639	45,764	31,728	23,310	20,284	16,922	15,597	14,493	8,738	257,038
39 52	69	4,429	7,838	38,655	33,178	24,034	17,663	15,424	12,759	11,563	10,916	7,584	184,112
52 65	22	200	7,760	31,532	29,739	22,008	16,754	14,000	11,378	10,292	9,489	4,163	157,337
65 78	4	53	4,065	22,349	21,540	16,104	11,825	9,974	8,090	7,121	6,341	1,413	108,879
78 104	7	25	3,850	27,501	26,558	19,408	14,306	11,761	9,335	8,401	7,727	1,125	130,004
104 156	0	4	53	19,912	21,427	16,360	12,069	10,739	8,867	7,982	7,934	735	106,082
156 208	0	0	4	5,756	8,048	6,344	4,708	4,150	3,547	4,007	4,888	364	41,816
208 260	0	0	0	1,933	3,745	3,092	2,486	2,207	1,970	2,813	4,337	231	22,814
Over 260	0	0	0	2,006	6,236	8,359	8,649	9,524	9,615	12,866	24,738	1,216	83,209
All	5,672	58,782	77,860	407,290	357,063	262,676	196,620	174,096	147,053	139,057	140,467	52,459	2,019,095
FEMALE													
One or less	386	1,639	1,332	5,585	3,918	2,403	1,847	2,081	1,890	1,411	919	4	23,415
Over 1 and up to 2	395	1,669	1,449	6,069	4,304	2,733	2,122	2,388	2,150	1,749	1,246	1	26,275
2 4	729	2,844	2,279	8,511	5,570	3,371	2,481	2,614	2,449	1,806	1,122	4	33,780
4 6	638	2,570	2,281	8,522	5,907	3,471	2,697	2,862	2,552	1,993	1,275	5	34,773
6 8	499	2,373	1,951	7,198	4,734	2,778	2,021	2,130	2,035	1,624	1,025	7	28,375
8 13	927	5,903	5,427	17,752	11,949	6,982	5,069	5,315	5,047	3,881	2,679	13	70,944
13 26	689	8,504	8,625	30,473	19,968	11,668	8,496	9,079	8,910	7,312	5,402	17	119,143
26 39	289	5,689	7,047	20,621	14,474	8,217	6,020	6,330	6,245	5,496	4,282	24	84,734
39 52	85	1,969	3,474	12,839	9,769	5,794	4,061	4,182	4,302	3,684	3,235	15	53,409
52 65	17	89	3,084	8,267	6,154	3,893	2,964	3,298	3,561	3,126	2,759	23	37,235
65 78	5	28	1,635	5,202	3,220	1,935	1,558	1,944	2,037	1,915	1,634	7	21,120
78 104	6	20	1,434	6,678	3,941	2,302	1,943	2,431	2,744	2,494	2,192	15	26,200
104 156	0	1	20	4,834	2,981	1,863	1,552	2,242	2,533	2,499	2,442	13	20,980
156 208	0	0	2	1,201	1,149	670	539	847	1,044	1,300	1,721	37	8,510
208 260	0	0	0	476	549	321	291	505	689	1,080	1,758	45	5,714
Over 260	0	0	0	729	1,319	1,006	897	1,180	1,788	3,423	7,849	206	18,397
All	4,665	33,298	40,040	144,957	99,906	59,407	44,558	49,428	49,976	44,793	41,540	436	613,004

UNITED KINGDOM Duration of unemployment in weeks	Under 18	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-45	55-59	60 and over	All ages
MALE													
One or less	481	2,732	2,438	12,296	9,896	7,333	5,384	4,885	4,249	3,873	3,300	1,660	58,527
Over 1 and up to 2	452	2,745	2,444	12,610	10,596	7,753	5,871	5,615	4,934	5,484	4,927	2,649	66,080
2 4	868	4,851	4,110	20,151	16,095	11,323	8,392	7,594	6,213	5,675	4,460	2,272	92,004
4 6	798	4,485	4,046	19,376	15,791	11,501	8,288	7,548	6,536	5,659	4,696	2,400	91,124
6 8	602	4,093	3,539	17,596	13,812	9,796	7,188	6,215	5,196	4,511	3,765	1,885	78,198
8 13	1,188	10,185	9,256	43,330	34,064	24,330	17,771	15,594	13,036	11,351	9,689	4,956	194,750
13 26	884	16,056	16,801	81,832	64,936	46,114	34,006	30,196	25,681	22,865	19,655	11,513	370,539
26 39	324	10,589	13,887	58,655	47,208	32,687	24,004	20,805	17,388	15,935	14,800	8,850	265,132
39 52	69	4,589	8,186	40,063	34,270	24,742	18,186	15,855	13,130	11,850	11,112	7,690	189,742
52 65	24	203	8,018	32,483	30,609	22,665	17,235	14,343	11,665	10,510	9,668	4,221	161,644
65 78	4	56	4,241	23,122	22,312	16,627	12,277	10,289	8,346	7,300	6,470	1,456	112,500
78 104	7	25	4,049	28,670	27,651	20,230	14,909	12,188	9,697	8,686	7,957	1,177	135,246
104 156	0	4	55	21,034	22,751	17,433	12,899	11,425	9,412	8,372	8,301	804	112,490
156 208	0	0	4	6,213	8,766	7,019	5,251	4,566	3,924	4,300	5,176	400	45,619
208 260	0	0	0	2,179	4,225	3,607	2,936	2,603	2,301	3,081	4,595	267	25,794
Over 260	0	0	0	2,483	8,162	10,902	11,230	12,227	12,160	15,023	27,008	1,479	100,674
All	5,701	60,613	81,074	422,093	371,144	274,062	205,827	181,948	153,868	144,475	145,579	53,679	2,100,063
FEMALE													
One or less	390	1,682	1,373	5,755	4,024	2,486	1,902	2,142	1,942	1,448	942	4	24,090
Over 1 and up to 2	397	1,714	1,500	6,267	4,425	2,811	2,179	2,438	2,198	1,795	1,277	1	27,002
2 4	731	2,895	2,362	8,710	5,739	3,480	2,562	2,696	2,509	1,847	1,140	4	34,675
4 6	640	2,636	2,361	8,784	6,075	3,563	2,782	2,934	2,609	2,035	1,307	5	35,731
6 8	500	2,440	2,011	7,402	4,859	2,874	2,083	2,191	2,084	1,663	1,059	7	29,173
8 13	930	6,069	5,587	18,277	12,277	7,184	5,228	5,443	5,178	3,972	2,747	14	72,906
13 26	693	8,731	8,988	31,374	20,551	12,073	8,775	9,309	9,144	7,497	5,555	18	122,708
26 39	290	5,944	7,628	21,334	14,973	8,508	6,238	6,525	6,419	5,664	4,419	27	87,969
39 52	85	2,019	3,639	13,330	10,099	5,993	4,224	4,334	4,456	3,801	3,326	16	55,322
52 65	17	90	3,176	8,490	6,339	4,027	3,070	3,401	3,662	3,205	2,833	25	38,335
65 78	5	28	1,688	5,384	3,338	2,016	1,626	2,007	2,108	1,972	1,692	10	21,874
78 104	6	20	1,516	7,040	4,106	2,423	2,055	2,549	2,886	2,602	2,284	16	27,503
104 156	0	2	20	5,155	3,190	1,981	1,677	2,415	2,710	2,649	2,593	16	22,408
156 208	0	0	2	1,339	1,257	750	620	937	1,175	1,433	1,869	44	9,426
208 260	0	0	0	550	621	375	334	571	789	1,173	1,878	51	6,342
Over 260	0	0	0	912	1,770	1,295	1,123	1,361	2,072	3,790	8,414	257	20,994
All	4,684	34,270	41,851	150,103	103,643	61,839	46,478	51,253	51,941	46,546	43,335	515	636,458

2.7 UNEMPLOYMENT Age

THOUSAND

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE										
1991	Apr	2,195.4	185.4	473.7	379.7	456.0	341.3	318.5	40.8	2,198.5
	July	2,362.9	200.1	536.1	405.8	488.3	362.6	325.6	44.5	2,367.5
	Oct	2,420.0	208.4	523.0	418.2	506.9	377.5	338.0	47.9	2,426.0
1992	Jan	2,666.4	219.0	570.6	465.2	567.4	423.6	367.2	53.4	2,673.9
	Apr	2,726.1	217.8	572.2	474.8	588.2	439.0	379.9	54.2	2,736.5
MALE										
1991	Apr	1,666.6	119.6	345.4	292.8	369.4	258.5	240.7	40.2	1,668.2
	July	1,779.9	128.2	382.8	312.2	393.5	273.4	245.8	44.0	1,782.4
	Oct	1,836.5	131.9	379.7	323.5	410.9	287.2	255.8	47.5	1,839.7
1992	Jan	2,041.3	140.9	418.4	362.5	462.8	324.2	279.7	52.9	2,045.4
	Apr	2,094.4	141.7	422.1	371.1	479.9	335.8	290.1	53.7	2,100.1
FEMALE										
1991	Apr	528.8	65.8	128.3	87.0	86.6	82.8	77.8	0.6	530.2
	July	583.1	71.9	153.4	93.6	94.8	89.2	79.8	0.5	585.2
	Oct	583.5	76.5	143.3	94.8	95.9	90.3	82.2	0.5	586.2
1992	Jan	625.1	78.1	152.2	102.8	104.6	99.5	87.5	0.5	628.5
	Apr	631.8	76.1	150.1	103.6	108.3	103.2	89.9	0.5	636.5

* Including some aged under 18.

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									Thousand
1991	Apr	291.8	939.7	411.9	253.7	87.9	213.5	2,198.5	555.1
	July	362.6	920.9	491.9	293.5	93.1	205.6	2,367.5	592.2
	Oct	309.8	914.2	548.0	348.7	101.3	204.1	2,426.0	654.0
1992	Jan	297.2	1,039.0	590.7	424.7	115.4	206.9	2,673.9	747.0
	Apr	302.4	995.1	598.2	497.1	134.9	208.8	2,736.5	840.8
		Proportion of number unemployed							Per cent
1991	Apr	13.3	42.7	18.7	11.5	4.0	9.7	100.0	25.2
	July	15.3	38.9	20.8	12.4	3.9	8.7	100.0	25.0
	Oct	12.8	37.7	22.6	14.4	4.2	8.4	100.0	27.0
1992	Jan	11.1	38.9	22.1	15.9	4.3	7.7	100.0	27.9
	Apr	11.0	36.4	21.9	18.2	4.9	7.6	100.0	30.7
MALE									Thousand
1991	Apr	206.9	700.5	313.2	202.7	71.3	173.5	1,668.2	447.6
	July	241.0	680.8	380.3	236.3	76.3	167.7	1,782.4	480.3
	Oct	218.7	661.4	426.2	282.9	83.4	167.1	1,839.7	533.4
1992	Jan	206.3	769.9	454.8	348.7	95.9	169.9	2,045.4	614.4
	Apr	216.6	734.6	454.9	409.4	112.5	172.1	2,100.1	694.0
		Proportion of number unemployed							Per cent
1991	Apr	12.4	42.0	18.8	12.2	4.3	10.4	100.0	26.8
	July	13.5	38.2	21.3	13.3	4.3	9.4	100.0	26.9
	Oct	11.9	35.9	23.2	15.4	4.5	9.1	100.0	29.0
1992	Jan	10.1	37.6	22.2	17.0	4.7	8.3	100.0	30.0
	Apr	10.3	35.0	21.7	19.5	5.4	8.2	100.0	33.0
FEMALE									Thousand
1991	Apr	84.9	239.2	98.7	51.0	16.6	40.0	530.2	107.5
	July	121.6	240.1	111.6	57.2	16.9	37.9	585.2	111.9
	Oct	91.1	252.8	121.8	65.8	17.9	37.0	586.2	120.6
1992	Jan	90.9	269.1	135.9	76.0	19.5	37.0	628.5	132.5
	Apr	85.8	260.5	143.3	87.7	22.4	36.8	636.5	146.9
		Proportion of number unemployed							Per cent
1991	Apr	16.0	45.1	18.6	9.6	3.1	7.5	100.0	20.3
	July	20.8	41.0	19.1	9.8	2.9	6.5	100.0	19.1
	Oct	15.5	43.1	20.8	11.2	3.0	6.3	100.0	20.6
1992	Jan	14.5	42.8	21.6	12.1	3.1	5.9	100.0	21.1
	Apr	13.5	40.9	22.5	13.8	3.5	5.8	100.0	23.1

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at April 9 1992

	Male	Female	All	Rate + Per cent employees and unemployed	Rate + Per cent workforce
SOUTH EAST					
Bedfordshire	17,671	5,455	23,126	9.9	8.8
Luton	7,771	2,068	9,839		
Mid Bedfordshire	2,427	978	3,405		
North Bedfordshire	4,209	1,348	5,557		
South Bedfordshire	3,264	1,061	4,325		
Berkshire	19,856	6,138	25,994	7.3	6.4
Bracknell	2,489	773	3,262		
Newbury	3,080	1,010	4,090		
Reading	4,958	1,195	6,153		
Slough	4,203	1,414	5,617		
Windsor and Maidenhead	2,666	955	3,621		
Wokingham	2,460	791	3,251		
Buckinghamshire	17,181	5,435	22,616	8.4	7.2
Aylesbury Vale	3,807	1,278	5,085		
Chiltern	1,767	563	2,330		
Milton Keynes	6,449	2,028	8,477		
South Buckinghamshire	1,179	416	1,595		
Wycombe	3,979	1,150	5,129		
East Sussex	26,008	7,564	33,572	13.2	10.7
Brighton	8,350	2,461	10,811		
Eastbourne	2,817	771	3,588		
Hastings	4,068	963	5,031		
Hove	3,791	1,306	5,097		
Lewes	2,408	716	3,124		
Rother	2,032	610	2,642		
Wealden	2,542	737	3,279		
Essex	50,588	15,683	66,271	12.0	10.1
Basildon	6,412	1,932	8,344		
Braintree	3,734	1,182	4,916		
Brentwood	1,600	529	2,129		
Castle Point	2,933	889	3,822		
Chelmsford	3,869	1,347	5,216		
Colchester	4,420	1,485	5,905		
Epping Forest	3,298	1,176	4,474		
Harlow	3,008	1,093	4,101		
Maldon	1,594	442	2,036		
Rochford	2,160	653	2,813		
Southend-on-Sea	6,847	1,916	8,763		
Tendring	4,374	1,161	5,535		
Thurrock	4,923	1,381	6,304		
Uttlesford	1,416	497	1,913		
Greater London	312,131	106,001	418,132	11.7	10.3
Barking and Dagenham	6,490	1,779	8,269		
Barnet	9,016	3,489	12,505		
Bexley	7,258	2,271	9,529		
Brent	14,054	4,877	18,931		
Bromley	8,132	2,722	10,854		
Camden	9,405	3,794	13,199		
City of London	90	31	121		
City of Westminster	7,406	2,957	10,363		
Croydon	11,614	3,719	15,333		
Ealing	11,415	4,007	15,422		
Enfield	10,379	3,366	13,745		
Greenwich	11,331	3,413	14,744		
Hackney	14,939	4,759	19,698		
Hammersmith and Fulham	8,724	3,360	12,084		
Haringey	14,355	4,967	19,322		
Harrow	5,544	2,156	7,700		
Havering	6,967	2,167	9,134		
Hillingdon	6,729	2,229	8,958		
Hounslow	7,411	2,684	10,095		
Islington	11,668	4,363	16,031		
Kensington and Chelsea	5,119	2,436	7,555		
Kingston-upon-Thames	3,783	1,270	5,053		
Lambeth	17,741	6,169	23,910		
Lewisham	14,410	4,770	19,180		
Merton	5,941	2,031	7,972		
Newham	14,307	3,989	18,296		
Redbridge	7,684	2,715	10,399		
Richmond-upon-Thames	4,009	1,707	5,716		
Southwark	15,460	4,874	20,334		
Sutton	4,936	1,526	6,462		
Tower Hamlets	12,287	3,323	15,610		
Waltham Forest	11,106	3,574	14,680		
Wandsworth	12,421	4,507	16,928		
Hampshire	49,714	13,752	63,466	9.7	8.5
Basingstoke and Deane	3,733	1,038	4,771		
East Hampshire	2,250	713	2,963		
Eastleigh	2,711	726	3,437		
Fareham	2,464	757	3,221		
Gosport	2,541	1,011	3,552		
Hart	1,595	517	2,112		
Havant	4,824	1,194	6,018		
New Forest	4,321	1,107	5,428		
Portsmouth	8,444	2,334	10,778		
Rushmoor	2,207	707	2,914		
Southampton	10,322	2,391	12,713		
Test Valley	2,324	694	3,018		
Winchester	1,978	563	2,541		
Hertfordshire	28,013	9,358	37,371	9.1	7.8
Broxbourne	2,761	1,048	3,809		
Dacorum	3,498	1,105	4,603		
East Hertfordshire	2,707	929	3,636		
Hertsmere	2,429	831	3,260		
North Hertfordshire	3,330	1,168	4,498		
St Albans	2,829	906	3,735		
Stevenage	3,156	994	4,150		
Three Rivers	1,736	536	2,272		
Watford	2,772	898	3,670		
Welwyn Hatfield	2,795	943	3,738		
Isle of Wight	4,828	1,508	6,336	13.9	11.3
Medina	2,775	833	3,608		
South Wight	2,053	675	2,728		
Kent	51,446	14,496	65,942	11.4	9.6
Ashford	2,704	771	3,475		
Canterbury	4,016	1,010	5,026		
Dartford	2,604	738	3,342		
Dover	3,564	973	4,537		
Gillingham	3,643	1,040	4,683		
Gravesham	3,826	1,069	4,895		
Maidstone	3,779	1,199	4,978		
Rochester-upon-Medway	6,640	1,897	8,537		
Sevenoaks	2,622	775	3,397		
Shepway	3,301	742	4,043		
Swale	4,542	1,359	5,901		
Thanet	5,313	1,465	6,778		
Tonbridge and Malling	2,731	819	3,550		
Tunbridge Wells	2,161	639	2,800		
Oxfordshire	14,236	4,177	18,413	7.1	6.2
Cherwell	3,211	1,018	4,229		
Oxford	3,954	1,000	4,954		
South Oxfordshire	2,914	803	3,717		
Vale of White Horse	2,272	704	2,976		
West Oxfordshire	1,885	652	2,537		
Surrey	21,311	6,500	27,811	*	*
Elmbridge	2,356	770	3,126		
Epsom and Ewell	1,319	392	1,711		
Guildford	2,651	799	3,450		
Mole Valley	1,474	408	1,882		
Reigate and Banstead	2,549	699	3,248		
Runnymede	1,689	516	2,205		
Spelthorne	2,169	790	2,959		
Surrey Heath	1,622	520	2,142		
Tandridge	1,430	460	1,890		
Waverley	2,246	620	2,866		
Woking	1,806	526	2,332		
West Sussex	17,969	5,041	23,010	7.8	6.6
Adur	1,804	487	2,291		
Arun	3,709	896	4,605		
Chichester	2,334	624	2,958		
Crawley	2,400	746	3,146		
Horsham	2,460	827	3,287		
Mid Sussex	2,388	736	3,124		
Worthing	2,874	725	3,599		
EAST ANGLIA					
Cambridgeshire	18,692	6,074	24,766	8.5	7.3
Cambridge	3,058	897	3,955		
East Cambridgeshire	1,272	417	1,689		
Fenland	2,611	881	3,492		
Huntingdon	3,469	1,380	4,849		
Peterborough	6,249	1,803	8,052		
South Cambridgeshire	2,033	696	2,729		
Norfolk	23,360	7,509	30,869	10.4	8.6
Breckland	3,018	1,129	4,147		
Broadland	1,996	670	2,666		
Great Yarmouth	4,091	1,370	5,461		
North Norfolk	2,314	713	3,027		
Norwich	5,865	1,620	7,485		
South Norfolk	2,062	724	2,786		
West Norfolk	4,014	1,283	5,297		
Suffolk	16,234	5,482	21,716	7.9	6.8
Babergh	1,935	655	2,590		
Forest Heath	1,079	388	1,467		
Ipswich	4,085	1,107	5,192		
Mid Suffolk	1,404	534	1,938		
St Edmundsbury	2,457	819	3,276		
Suffolk Coastal	1,999	683	2,682		
Waveney	3,275	1,296	4,571		
SOUTH WEST					
Avon	35,948	11,070	47,018	10.4	9.1
Bath	3,034	1,068	4,102		
Bristol	19,805	5,854	25,659		
Kingswood	2,633	782	3,415		
Northavon	3,565	1,171	4,736		
Wansdyke	1,882	628	2,510		
Woodspring	5,029	1,567	6,596		
Cornwall	18,701	6,089	24,790	15.5	12.0
Caradon	2,414	813	3,227		
Carrick	3,175	977	4,152		
Isles of Scilly	26	11	37		
Kerrier	3,832	1,132	4,964		
North Cornwall	2,501	894	3,395		
Penwith	3,057	976	4,033		
Restormel	3,696	1,286	4,982		
Devon	35,538	10,749	46,287	11.7	9.5
East Devon	2,456	779	3,235		
Exeter	3,698	1,002	4,700		
Mid Devon	1,597	502	2,099		
North Devon	3,190	1,023	4,213		
Plymouth	11,444	3,377	14,821		

Unemployment in counties and local authority districts at April 9 1992

	Male	Female	All	Rate + Per cent employees and unemployed	Rate + Per cent workforce
South Hams	1,947	666	2,613		
Teignbridge	3,067	891	3,958		
Torbay	5,278	1,488	6,766		
Torridge	1,685	613	2,298		
West Devon	1,176	408	1,584		
Dorset	**21,856**	**6,454**	**28,310**	**11.5**	**9.5**
Bournemouth	7,395	2,041	9,436		
Christchurch	1,170	319	1,489		
East Dorset	1,853	574	2,427		
North Dorset	1,046	350	1,396		
Poole	4,895	1,333	6,228		
Purbeck	1,146	417	1,563		
West Dorset	1,952	648	2,600		
Weymouth and Portland	2,399	772	3,171		
Gloucestershire	**15,458**	**4,751**	**20,209**	**8.6**	**7.4**
Cheltenham	3,125	844	3,969		
Cotswold	1,503	537	2,040		
Forest of Dean	1,966	687	2,653		
Gloucester	3,900	1,047	4,947		
Stroud	3,008	964	3,972		
Tewkesbury	1,956	672	2,628		
Somerset	**13,451**	**4,399**	**17,850**	**9.9**	**8.1**
Mendip	2,886	937	3,823		
Sedgemoor	3,275	1,084	4,359		
South Somerset	3,683	1,267	4,950		
Taunton Deane	2,730	809	3,539		
West Somerset	877	302	1,179		
Wiltshire	**15,869**	**5,234**	**21,103**	**8.9**	**7.7**
Kennet	1,542	506	2,048		
North Wiltshire	2,726	1,034	3,760		
Salisbury	2,589	851	3,440		
Thamesdown	6,151	1,835	7,986		
West Wiltshire	2,861	1,008	3,869		
WEST MIDLANDS					
Hereford and Worcester	**19,097**	**6,334**	**25,431**	**10.2**	**8.5**
Bromsgrove	2,502	833	3,335		
Hereford	1,689	641	2,330		
Leominster	909	301	1,210		
Malvern Hills	2,001	688	2,689		
Redditch	2,608	837	3,445		
South Herefordshire	1,071	416	1,487		
Worcester	2,995	788	3,783		
Wychavon	2,321	828	3,149		
Wyre Forest	3,001	1,002	4,003		
Shropshire	**10,833**	**3,853**	**14,686**	**9.6**	**8.0**
Bridgnorth	1,095	446	1,541		
North Shropshire	1,039	368	1,407		
Oswestry	857	306	1,163		
Shrewsbury and Atcham	2,265	719	2,984		
South Shropshire	828	304	1,132		
The Wrekin	4,749	1,710	6,459		
Staffordshire	**31,375**	**10,197**	**41,572**	**10.2**	**8.9**
Cannock Chase	3,183	1,007	4,190		
East Staffordshire	3,139	978	4,117		
Lichfield	2,435	812	3,247		
Newcastle-under-Lyme	3,396	1,168	4,564		
South Staffordshire	2,905	1,033	3,938		
Stafford	2,717	925	3,642		
Staffordshire Moorlands	1,725	628	2,353		
Stoke-on-Trent	8,946	2,677	11,623		
Tamworth	2,929	969	3,898		
Warwickshire	**14,306**	**5,003**	**19,309**	**9.7**	**8.3**
North Warwickshire	1,823	667	2,490		
Nuneaton and Bedworth	4,567	1,383	5,950		
Rugby	2,434	1,026	3,460		
Stratford-on-Avon	2,171	838	3,009		
Warwick	3,311	1,089	4,400		
West Midlands	**127,387**	**37,002**	**164,389**	**13.5**	**12.2**
Birmingham	55,193	15,494	70,687		
Coventry	15,229	4,634	19,863		
Dudley	11,337	3,559	14,896		
Sandwell	14,859	4,368	19,227		
Solihull	6,618	2,211	8,829		
Walsall	11,609	3,114	14,723		
Wolverhampton	12,542	3,622	16,164		
EAST MIDLANDS					
Derbyshire	**30,871**	**9,661**	**40,532**	**10.7**	**9.2**
Amber Valley	3,024	1,029	4,053		
Bolsover	2,693	752	3,445		
Chesterfield	3,855	1,165	5,020		
Derby	9,820	2,785	12,605		
Derbyshire Dales	1,213	454	1,667		
Erewash	3,418	1,053	4,471		
High Peak	2,005	745	2,750		
North East Derbyshire	3,081	1,038	4,119		
South Derbyshire	1,762	640	2,402		
Leicestershire	**26,994**	**8,523**	**35,517**	**9.0**	**7.8**
Blaby	1,739	595	2,334		
Charnwood	3,319	1,181	4,500		
Harborough	1,178	388	1,566		
Hinckley and Bosworth	2,051	756	2,807		
Leicester	13,887	3,920	17,807		
Melton	962	336	1,298		

	Male	Female	All	Rate + Per cent employees and unemployed	Rate + Per cent workforce
North West Leicestershire	2,239	762	3,001		
Oadby and Wigston	1,153	400	1,553		
Rutland	466	185	651		
Lincolnshire	**17,041**	**5,634**	**22,675**	**10.5**	**8.6**
Boston	1,630	488	2,118		
East Lindsey	3,916	1,346	5,262		
Lincoln	3,886	1,114	5,000		
North Kesteven	1,695	704	2,399		
South Holland	1,397	440	1,837		
South Kesteven	2,489	827	3,316		
West Lindsey	2,028	715	2,743		
Northamptonshire	**17,525**	**5,960**	**23,485**	**9.1**	**7.9**
Corby	2,371	746	3,117		
Daventry	1,401	593	1,994		
East Northamptonshire	1,521	561	2,082		
Kettering	2,282	735	3,017		
Northampton	6,591	2,073	8,664		
South Northamptonshire	1,298	477	1,775		
Wellingborough	2,061	775	2,836		
Nottinghamshire	**40,462**	**11,045**	**51,507**	**11.5**	**10.2**
Ashfield	4,182	1,083	5,265		
Bassetlaw	3,599	1,139	4,738		
Broxtowe	2,932	929	3,861		
Gedling	3,113	1,074	4,187		
Mansfield	4,064	988	5,052		
Newark	3,477	947	4,424		
Nottingham	16,577	4,041	20,618		
Rushcliffe	2,518	844	3,362		
YORKSHIRE AND HUMBERSIDE					
Humberside	**34,927**	**9,831**	**44,758**	**12.2**	**10.7**
Beverley	2,130	835	2,965		
Boothferry	1,890	611	2,501		
Cleethorpes	2,476	709	3,185		
East Yorkshire	2,481	880	3,361		
Glanford	1,873	610	2,483		
Great Grimsby	4,634	1,084	5,718		
Holderness	1,405	534	1,939		
Kingston-upon-Hull	15,163	3,866	19,029		
Scunthorpe	2.875	702	3,577		
North Yorkshire	**14,989**	**5,208**	**20,197**	**7.1**	**5.9**
Craven	875	308	1,183		
Hambleton	1,298	504	1,802		
Harrogate	2,421	822	3,243		
Richmondshire	613	305	918		
Ryedale	1,256	512	1,768		
Scarborough	3,334	1,110	4,444		
Selby	1,804	738	2,542		
York	3,388	909	4,297		
South Yorkshire	**57,840**	**15,783**	**73,623**	**14.4**	**12.7**
Barnsley	9,177	2,478	11,655		
Doncaster	13,167	3,734	16,901		
Rotherham	11,150	3,049	14,199		
Sheffield	24,346	6,522	30,868		
West Yorkshire	**74,047**	**21,346**	**95,393**	**10.4**	**9.2**
Bradford	18,594	4,966	23,560		
Calderdale	6,585	2,290	8,875		
Kirklees	11,985	3,550	15,535		
Leeds	25,599	7,379	32,978		
Wakefield	11,284	3,161	14,445		
NORTH WEST					
Cheshire	**28,738**	**8,731**	**37,469**	**9.1**	**8.0**
Chester	3,520	1,008	4,528		
Congleton	1,837	694	2,531		
Crewe and Nantwich	3,361	1,058	4,419		
Ellesmere Port and Neston	2,790	791	3,581		
Halton	5,760	1,614	7,374		
Macclesfield	2,885	973	3,858		
Vale Royal	2,971	1,034	4,005		
Warrington	5,614	1,559	7,173		
Greater Manchester	**103,538**	**29,271**	**132,809**	**11.7**	**10.3**
Bolton	9,805	2,612	12,417		
Bury	4,767	1,507	6,274		
Manchester	27,262	7,086	34,348		
Oldham	8,506	2,751	11,257		
Rochdale	8,049	2,282	10,331		
Salford	10,543	2,563	13,106		
Stockport	7,870	2,377	10,247		
Tameside	8,204	2,429	10,633		
Trafford	7,041	2,155	9,196		
Wigan	11,491	3,509	15,000		
Lancashire	**43,824**	**12,787**	**56,611**	**10.2**	**8.6**
Blackburn	5,447	1,408	6,855		
Blackpool	6,387	1,666	8,053		
Burnley	3,024	908	3,932		
Chorley	2,538	910	3,448		
Fylde	1,104	305	1,409		
Hyndburn	2,360	709	3,069		
Lancaster	4,279	1,240	5,519		
Pendle	2,272	748	3,020		
Preston	5,352	1,305	6,657		
Ribble Valley	685	289	974		
Rossendale	1,759	537	2,296		
South Ribble	2,544	823	3,367		
West Lancashire	3,862	1,307	5,169		

Unemployment in counties and local authority districts at April 9 1992

	Male	Female	All	Rate + Per cent employees and unemployed	Rate + Per cent workforce
Wyre	2,211	632	2,843		
Merseyside	**76,219**	**20,730**	**96,949**	**17.0**	**15.0**
Knowsley	10,152	2,489	12,641		
Liverpool	31,584	8,417	40,001		
Sefton	12,049	3,433	15,482		
St Helens	7,359	2,061	9,420		
Wirral	15,075	4,330	19,405		
NORTH					
Cleveland	**27,357**	**6,984**	**34,341**	**15.3**	**13.7**
Hartlepool	4,790	1,145	5,935		
Langbaurgh	6,739	1,614	8,353		
Middlesbrough	8,038	1,982	10,020		
Stockton-on-Tees	7,790	2,243	10,033		
Cumbria	**13,226**	**4,330**	**17,556**	**8.4**	**7.1**
Allerdale	3,003	1,078	4,081		
Barrow-In-Furness	2,841	900	3,741		
Carlisle	2,883	931	3,814		
Copeland	2,436	673	3,109		
Eden	603	225	828		
South Lakeland	1,460	523	1,983		
Durham	**20,833**	**5,906**	**26,739**	**12.6**	**11.0**
Chester-le-Street	1,651	493	2,144		
Darlington	3,789	1,072	4,861		
Derwentside	3,472	940	4,412		
Durham	2,450	817	3,267		
Easington	3,346	775	4,121		
Sedgefield	2,869	864	3,733		
Teesdale	539	204	743		
Wear Valley	2,717	741	3,458		
Northumberland	**9,252**	**2,866**	**12,118**	**12.2**	**10.2**
Alnwick	900	298	1,198		
Berwick-upon-Tweed	719	204	923		
Blyth Valley	2,856	876	3,732		
Castle Morpeth	1,122	385	1,507		
Tynedale	1,073	382	1,455		
Wansbeck	2,582	721	3,303		
Tyne and Wear	**52,323**	**13,574**	**65,897**	**13.9**	**12.6**
Gateshead	8,778	2,320	11,098		
Newcastle upon Tyne	14,124	3,716	17,840		
North Tyneside	7,258	1,959	9,217		
South Tyneside	8,120	2,194	10,314		
Sunderland	14,043	3,385	17,428		
WALES					
Clwyd	**12,013**	**3,476**	**15,489**	**10.3**	**8.4**
Alyn and Deeside	2,078	638	2,716		
Colwyn	1,537	495	2,032		
Delyn	1,769	488	2,257		
Glyndwr	910	321	1,231		
Rhuddlan	1,901	506	2,407		
Wrexham Maelor	3,818	1,028	4,846		
Dyfed	**10,505**	**3,279**	**13,784**	**12.1**	**9.1**
Carmarthen	1,271	398	1,669		
Ceredigion	1,580	523	2,103		
Dinefwr	1,118	342	1,460		
Llanelli	2,390	725	3,115		
Preseli	2,461	756	3,217		
South Pembrokeshire	1,685	535	2,220		
Gwent	**15,865**	**4,253**	**20,118**	**11.6**	**10.1**
Blaenau Gwent	2,802	544	3,346		
Islwyn	1,932	525	2,457		
Monmouth	1,838	587	2,425		
Newport	5,753	1,574	7,327		
Torfaen	3,540	1,023	4,563		
Gwynedd	**8,796**	**2,832**	**11,628**	**13.7**	**10.7**
Aberconwy	1,633	520	2,153		
Arfon	2,409	710	3,119		
Dwyfor	815	280	1,095		
Meirionnydd	1,051	380	1,431		
Ynys Mon - Isle of Anglesey	2,888	942	3,830		
Mid Glamorgan	**20,988**	**4,978**	**25,966**	**13.6**	**11.9**
Cynon Valley	2,781	626	3,407		
Merthyr Tydfil	2,480	551	3,031		
Ogwr	4,725	1,337	6,062		
Rhondda	3,313	665	3,978		
Rhymney Valley	4,501	931	5,432		
Taff-Ely	3,188	868	4,056		
Powys	**2,371**	**824**	**3,195**	**7.4**	**5.3**
Brecknock	915	318	1,233		
Montgomery	1,024	316	1,340		
Radnor	432	190	622		
South Glamorgan	**16,016**	**3,865**	**19,881**	**10.1**	**8.9**
Cardiff	12,264	2,841	15,105		
Vale of Glamorgan	3,752	1,024	4,776		
West Glamorgan	**12,517**	**3,083**	**15,600**	**11.2**	**9.8**
Afan	1,523	388	1,911		
Lliw Valley	1,806	445	2,251		
Neath	2,010	535	2,545		
Swansea	7,178	1,715	8,893		
SCOTLAND					

	Male	Female	All	Rate + Per cent employees and unemployed	Rate + Per cent workforce
Borders Region	**2,141**	**874**	**3,015**	**7.7**	**6.3**
Berwick	359	147	506		
Ettrick and Lauderdale	628	247	875		
Roxburgh	807	356	1,163		
Tweedale	347	124	471		
Central Region	**8,793**	**2,970**	**11,763**	**10.7**	**9.4**
Clackmannan	1,587	537	2,124		
Falkirk	4,961	1,639	6,600		
Stirling	2,245	794	3,039		
Dumfries and Galloway Region	**4,089**	**1,600**	**5,689**	**10.2**	**8.1**
Annandale and Eskdale	817	363	1,180		
Nithsdale	1,732	616	2,348		
Stewartry	460	194	654		
Wigtown	1,080	427	1,507		
Fife Region	**11,293**	**4,000**	**15,293**	**12.0**	**10.4**
Dunfermline	4,205	1,361	5,566		
Kirkcaldy	5,883	2,098	7,981		
North East Fife	1,205	541	1,746		
Grampian Region	**8,579**	**3,480**	**12,059**	**5.0**	**4.4**
Banff and Buchan	1,383	531	1,914		
City of Aberdeen	4,278	1,311	5,589		
Gordon	721	359	1,080		
Kincardine and Deeside	497	272	769		
Moray	1,700	1,007	2,707		
Highlands Region	**6,442**	**2,532**	**8,974**	**10.6**	**8.7**
Badenoch and Strathspey	301	150	451		
Caithness	950	279	1,229		
Inverness	2,065	681	2,746		
Lochaber	584	299	883		
Nairn	249	108	357		
Ross and Cromarty	1,494	607	2,101		
Skye and Lochalsh	423	206	629		
Sutherland	376	202	578		
Lothian Region	**25,371**	**7,568**	**32,939**	**9.1**	**8.1**
City of Edinburgh	15,325	4,592	19,917		
East Lothian	2,496	660	3,156		
Midlothian	2,426	666	3,092		
West Lothian	5,124	1,650	6,774		
Strathclyde Region	**100,011**	**28,757**	**128,768**	**13.1**	**11.5**
Argyll and Bute	1,920	760	2,680		
Bearsden and Milngavie	682	273	955		
City of Glasgow	40,482	10,873	51,355		
Clydebank	2,373	589	2,962		
Clydesdale	1,808	580	2,388		
Cumbernauld and Kilsyth	2,222	717	2,939		
Cumnock and Doon Valley	2,316	568	2,884		
Cunninghame	5,940	1,829	7,769		
Dumbarton	3,054	952	4,006		
East Kilbride	2,610	915	3,525		
Eastwood	914	367	1,281		
Hamilton	4,231	1,080	5,311		
Inverclyde	4,245	1,088	5,333		
Kilmarnock and Loudoun	3,434	1,101	4,535		
Kyle and Carrick	3,781	1,263	5,044		
Monklands	4,378	1,154	5,532		
Motherwell	6,026	1,536	7,562		
Renfrew	7,383	2,332	9,715		
Strathkelvin	2,212	780	2,992		
Tayside Region	**12,407**	**4,529**	**16,936**	**10.2**	**8.7**
Angus	2,387	1,123	3,510		
City of Dundee	7,260	2,456	9,716		
Perth and Kinross	2,760	950	3,710		
Orkney Islands	**348**	**125**	**473**	**6.5**	**4.6**
Shetland Islands	**303**	**134**	**437**	**4.6**	**3.7**
Western Isles	**1,184**	**367**	**1,551**	**15.9**	**11.7**
NORTHERN IRELAND					
Antrim	1,739	601	2,340		
Ards	2,044	735	2,779		
Armagh	2,272	686	2,958		
Ballymena	1,957	704	2,661		
Ballymoney	1,230	284	1,514		
Banbridge	1,108	417	1,525		
Belfast	20,080	5,330	25,410		
Carrickfergus	1,300	487	1,787		
Castlereagh	1,775	726	2,501		
Coleraine	2,564	758	3,322		
Cookstown	1,682	459	2,141		
Craigavon	3,316	1,041	4,357		
Derry	7,212	1,408	8,620		
Down	2,304	847	3,151		
Dungannon	2,656	694	3,350		
Fermanagh	2,769	671	3,440		
Larne	1,562	420	1,982		
Limavady	1,866	494	2,360		
Lisburn	3,632	1,251	4,883		
Magherafelt	1,897	523	2,420		
Moyle	932	217	1,149		
Newry and Mourne	5,277	1,382	6,659		
Newtownabbey	2,750	1,072	3,822		
North Down	1,835	966	2,801		
Omagh	2,436	735	3,171		
Strabane	2,773	546	3,319		

* Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets. An unemployment rate is not given for Surrey or local authority districts since these do not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.

+ Unemployment rates are calculated as a percentage of the estimated total workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) and as a percentage of estimates of employees in employment and the unemployed only. These local area rates have not yet been revised to take account of the results of the results of the 1989 Census of Employment and 1990 Labour Force Survey, and hence are not consistent with the rates (not seasonally adjusted) shown in *tables 2.1, 2.2* and *2.3*.

Unemployment in Parliamentary constituencies at April 9 1992

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	5,011	1,258	6,269
Mid Bedfordshire	2,564	1,036	3,600
North Bedfordshire	3,457	1,058	4,515
North Luton	3,543	1,049	4,592
South West Bedfordshire	3,096	1,054	4,150
Berkshire			
East Berkshire	2,966	932	3,898
Newbury	2,495	839	3,334
Reading East	3,320	818	4,138
Reading West	2,631	686	3,317
Slough	4,203	1,414	5,617
Windsor and Maidenhead	2,189	796	2,985
Wokingham	2,052	653	2,705
Buckinghamshire			
Aylesbury	2,795	932	3,727
Beaconsfield	1,672	563	2,235
Buckingham	2,361	806	3,167
Chesham and Amersham	1,731	552	2,283
Milton Keynes	5,608	1,754	7,362
Wycombe	3,014	828	3,842
East Sussex			
Bexhill and Battle	1,863	545	2,408
Brighton Kemptown	4,259	1,148	5,407
Brighton Pavilion	4,091	1,313	5,404
Eastbourne	3,055	842	3,897
Hastings and Rye	4,488	1,093	5,581
Hove	3,791	1,306	5,097
Lewes	2,492	737	3,229
Wealden	1,969	580	2,549
Essex			
Basildon	4,613	1,332	5,945
Billericay	2,818	933	3,751
Braintree	3,305	1,023	4,328
Brentwood and Ongar	1,985	625	2,610
Castle Point	2,933	889	3,822
Chelmsford	2,912	1,040	3,952
Epping Forest	2,515	928	3,443
Harlow	3,406	1,245	4,651
Harwich	3,735	957	4,692
North Colchester	3,088	997	4,085
Rochford	2,679	845	3,524
Saffron Walden	2,283	771	3,054
South Colchester and Maldon	3,565	1,134	4,699
Southend East	3,878	1,080	4,958
Southend West	2,969	836	3,805
Thurrock	3,904	1,048	4,952
Greater London			
Barking	3,248	829	4,077
Battersea	4,820	1,748	6,568
Beckenham	2,840	979	3,819
Bethnal Green and Stepney	6,097	1,549	7,646
Bexleyheath	2,189	740	2,929
Bow and Poplar	6,190	1,774	7,964
Brent East	5,573	1,731	7,304
Brent North	2,912	1,219	4,131
Brent South	5,569	1,927	7,496
Brentford and Isleworth	3,244	1,236	4,480
Carshalton and Wallington	2,837	808	3,645
Chelsea	1,962	1,008	2,970
Chingford	2,441	858	3,299
Chipping Barnet	2,041	792	2,833
Chislehurst	1,836	639	2,475
City of London and Westminster South	2,845	1,101	3,946
Croydon Central	3,042	829	3,871
Croydon North East	3,306	1,123	4,429
Croydon North West	3,422	1,175	4,597
Croydon South	1,844	592	2,436
Dagenham	3,242	950	4,192
Dulwich	3,799	1,325	5,124
Ealing North	3,567	1,137	4,704
Ealing Acton	3,437	1,279	4,716
Ealing Southall	4,411	1,591	6,002
Edmonton	4,062	1,220	5,282
Eltham	3,079	903	3,982
Enfield North	3,695	1,211	4,906
Enfield Southgate	2,622	935	3,557
Erith and Crayford	3,461	1,005	4,466
Feltham and Heston	4,167	1,448	5,615
Finchley	2,354	996	3,350
Fulham	3,770	1,595	5,365
Greenwich	3,449	1,151	4,600
Hackney North and Stoke Newington	6,917	2,277	9,194
Hackney South and Shoreditch	8,022	2,482	10,504
Hammersmith	4,954	1,765	6,719
Hampstead and Highgate	3,679	1,825	5,504
Harrow East	3,257	1,243	4,500
Harrow West	2,287	913	3,200
Hayes and Harlington	2,748	887	3,635
Hendon North	2,451	863	3,314
Hendon South	2,170	838	3,008
Holborn and St Pancras	5,726	1,969	7,695
Hornchurch	2,318	722	3,040
Hornsey and Wood Green	5,753	2,331	8,084
Ilford North	2,330	867	3,197
Ilford South	3,506	1,118	4,624
Islington North	6,327	2,363	8,690
Islington South and Finsbury	5,341	2,000	7,341
Kensington	3,157	1,428	4,585
Kingston-upon-Thames	2,179	751	2,930
Lewisham East	3,688	1,207	4,895
Lewisham West	4,748	1,539	6,287
Lewisham Deptford	5,974	2,024	7,998
Leyton	4,828	1,520	6,348
Mitcham and Morden	3,656	1,139	4,795
Newham North East	5,134	1,450	6,584
Newham North West	4,539	1,323	5,862
Newham South	4,634	1,216	5,850
Norwood	5,757	2,026	7,783
Old Bexley and Sidcup	1,608	526	2,134
Orpington	1,836	596	2,432
Peckham	5,822	1,831	7,653
Putney	2,984	1,115	4,099
Ravensbourne	1,620	508	2,128
Richmond-upon-Thames and Barnes	2,008	889	2,897
Romford	2,280	682	2,962
Ruislip-Northwood	1,547	552	2,099
Southwark and Bermondsey	5,839	1,718	7,557
Streatham	4,914	1,726	6,640
Surbiton	1,604	519	2,123
Sutton and Cheam	2,099	718	2,817
Tooting	4,617	1,644	6,261
Tottenham	8,602	2,636	11,238
Twickenham	2,001	818	2,819
Upminster	2,369	763	3,132
Uxbridge	2,434	790	3,224
Vauxhall	7,070	2,417	9,487
Walthamstow	3,837	1,196	5,033
Wanstead and Woodford	1,848	730	2,578
Westminster North	4,651	1,887	6,538
Wimbledon	2,285	892	3,177
Woolwich	4,803	1,359	6,162
Hampshire			
Aldershot	3,067	985	4,052
Basingstoke	3,122	837	3,959
East Hampshire	2,486	787	3,273
Eastleigh	3,639	931	4,570
Fareham	2,582	817	3,399
Gosport	2,804	1,086	3,890
Havant	4,100	1,001	5,101
New Forest	2,216	562	2,778
North West Hampshire	2,137	682	2,819
Portsmouth North	3,829	1,006	4,835
Portsmouth South	5,339	1,521	6,860
Romsey and Waterside	2,903	758	3,661
Southampton Itchen	4,885	1,164	6,049
Southampton Test	4,509	1,022	5,531
Winchester	2,096	593	2,689
Hertfordshire			
Broxbourne	3,012	1,145	4,157
Hertford and Stortford	2,287	756	3,043
Hertsmere	2,621	889	3,510
North Hertfordshire	3,155	1,107	4,262
South West Hertfordshire	2,092	672	2,764
St Albans	2,252	722	2,974
Stevenage	3,592	1,157	4,749
Watford	3,247	1,054	4,301
Welwyn Hatfield	2,828	952	3,780
West Hertfordshire	2,927	904	3,831
Isle of Wight			
Isle of Wight	4,828	1,508	6,336
Kent			
Ashford	2,704	771	3,475
Canterbury	3,019	765	3,784
Dartford	3,101	871	3,972
Dover	3,264	893	4,157
Faversham	4,342	1,319	5,661
Folkestone and Hythe	3,301	742	4,043
Gillingham	3,722	1,056	4,778
Gravesham	3,826	1,069	4,895
Maidstone	2,910	890	3,800
Medway	3,913	1,195	5,108
Mid Kent	3,596	1,011	4,607
North Thanet	3,808	971	4,779
Sevenoaks	2,125	642	2,767
South Thanet	2,923	843	3,766
Tonbridge and Malling	2,731	819	3,550
Tunbridge Wells	2,161	639	2,800
Oxfordshire			
Banbury	2,943	956	3,899
Henley	1,675	501	2,176
Oxford East	3,490	816	4,306
Oxford West and Abingdon	2,135	630	2,765
Wantage	1,840	560	2,400
Witney	2,153	714	2,867
Surrey			
Chertsey and Walton	2,196	714	2,910
East Surrey	1,430	460	1,890
Epsom and Ewell	1,817	512	2,329
Esher	1,476	443	1,919
Guildford	2,116	627	2,743
Mole Valley	1,562	441	2,003
North West Surrey	2,277	725	3,002
Reigate	2,051	579	2,630
South West Surrey	1,927	521	2,448
Spelthorne	2,169	790	2,959
Woking	2,290	688	2,978
West Sussex			
Arundel	3,187	748	3,935
Chichester	2,334	624	2,958
Crawley	2,828	903	3,731
Horsham	2,460	827	3,287
Mid Sussex	1,960	579	2,539
Shoreham	2,326	635	2,961
Worthing	2,874	725	3,599
EAST ANGLIA			
Cambridgeshire			
Cambridge	2,785	821	3,606
Huntingdon	2,804	1,109	3,913
North East Cambridgeshire	3,218	1,115	4,333
Peterborough	5,563	1,522	7,085
South East Cambridgeshire	1,850	619	2,469
South West Cambridgeshire	2,472	888	3,360
Norfolk			
Great Yarmouth	4,091	1,370	5,461
Mid Norfolk	2,129	795	2,924
North Norfolk	2,314	713	3,027
North West Norfolk	3,179	968	4,147
Norwich North	2,718	755	3,473
Norwich South	3,928	1,112	5,040
South Norfolk	2,062	724	2,786
South West Norfolk	2,939	1,072	4,011
Suffolk			
Bury St Edmunds	2,600	885	3,485
Central Suffolk	2,244	761	3,005
Ipswich	3,245	880	4,125
South Suffolk	2,871	977	3,848
Suffolk Coastal	1,999	683	2,682
Waveney	3,275	1,296	4,571
SOUTH WEST			
Avon			
Bath	3,034	1,068	4,102
Bristol East	4,297	1,296	5,593
Bristol North West	4,047	1,043	5,090
Bristol South	5,346	1,413	6,759
Bristol West	4,865	1,789	6,654
Kingswood	3,484	968	4,452
Northavon	2,961	972	3,933
Wansdyke	2,414	784	3,198
Weston-super-Mare	3,250	974	4,224
Woodspring	2,250	763	3,013
Cornwall			
Falmouth and Camborne	4,234	1,154	5,388
North Cornwall	3,899	1,478	5,377
South East Cornwall	2,965	971	3,936
St Ives	4,080	1,354	5,434
Truro	3,523	1,132	4,655
Devon			
Exeter	3,698	1,002	4,700
Honiton	2,074	658	2,732
North Devon	3,302	1,056	4,358
Plymouth Devonport	4,199	1,103	5,302
Plymouth Drake	4,357	1,310	5,667
Plymouth Sutton	2,888	964	3,852
South Hams	2,917	953	3,870
Teignbridge	2,749	771	3,520
Tiverton	2,216	721	2,937
Torbay	4,277	1,190	5,467
Torridge and West Devon	2,861	1,021	3,882
Dorset			
Bournemouth East	4,576	1,321	5,897
Bournemouth West	3,846	981	4,827
Christchurch	2,196	632	2,828
North Dorset	2,174	711	2,885
Poole	3,868	1,072	4,940
South Dorset	3,290	1,112	4,402
West Dorset	1,906	625	2,531
Gloucestershire			
Cheltenham	3,351	920	4,271
Cirencester and Tewkesbury	2,400	867	3,267
Gloucester	4,003	1,086	5,089
Stroud	3,077	994	4,071
West Gloucestershire	2,627	884	3,511
Somerset			
Bridgwater	3,074	1,021	4,095
Somerton and Frome	2,420	820	3,240
Taunton	2,820	850	3,670
Wells	2,563	828	3,391
Yeovil	2,574	880	3,454
Wiltshire			
Devizes	2,836	904	3,740
North Wiltshire	2,726	1,034	3,760
Salisbury	2,475	827	3,302
Swindon	4,857	1,437	6,294
Westbury	2,975	1,032	4,007
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	2,502	833	3,335
Hereford	2,533	965	3,498
Leominster	1,950	726	2,676
Mid Worcestershire	3,507	1,130	4,637
South Worcestershire	2,366	797	3,163
Worcester	3,238	881	4,119
Wyre Forest	3,001	1,002	4,003
Shropshire			
Ludlow	1,923	750	2,673
North Shropshire	2,199	797	2,996
Shrewsbury and Atcham	2,265	719	2,984
The Wrekin	4,446	1,587	6,033
Staffordshire			
Burton	3,139	978	4,117
Cannock and Burntwood	3,111	1,038	4,149
Mid Staffordshire	2,501	792	3,293
Newcastle-under-Lyme	2,535	841	3,376
South East Staffordshire	3,500	1,178	4,678
South Staffordshire	2,905	1,033	3,938
Stafford	2,321	772	3,093
Staffordshire Moorlands	1,725	628	2,353
Stoke-on-Trent Central	3,558	1,019	4,577
Stoke-on-Trent North	3,233	987	4,220
Stoke-on-Trent South	2,847	931	3,778
Warwickshire			
North Warwickshire	3,241	1,145	4,386
Nuneaton	3,350	1,008	4,358
Rugby and Kenilworth	2,698	1,097	3,795
Stratford-on-Avon	2,171	838	3,009
Warwick and Leamington	2,846	915	3,761
West Midlands			
Aldridge-Brownhills	2,638	816	3,454
Birmingham Edgbaston	3,437	1,128	4,565
Birmingham Erdington	5,046	1,387	6,433
Birmingham Hall Green	3,800	1,097	4,897
Birmingham Hodge Hill	4,837	1,253	6,090
Birmingham Ladywood	6,182	1,711	7,893
Birmingham Northfield	5,250	1,430	6,680
Birmingham Perry Barr	5,086	1,455	6,541
Birmingham Small Heath	6,583	1,515	8,098
Birmingham Sparkbrook	5,662	1,411	7,073
Birmingham Yardley	3,223	1,000	4,223
Birmingham Selly Oak	3,952	1,269	5,221
Coventry North East	5,236	1,529	6,765
Coventry North West	3,132	1,062	4,194
Coventry South East	3,995	1,153	5,148
Coventry South West	2,866	890	3,756
Dudley East	4,689	1,298	5,987
Dudley West	3,660	1,236	4,896
Halesowen and Stourbridge	2,988	1,025	4,013
Meriden	4,404	1,328	5,732
Solihull	2,214	883	3,097
Sutton Coldfield	2,135	838	2,973
Walsall North	4,655	1,142	5,797
Walsall South	4,316	1,156	5,472
Warley East	3,646	1,089	4,735
Warley West	3,416	1,051	4,467
West Bromwich East	3,608	1,088	4,696
West Bromwich West	4,189	1,140	5,329
Wolverhampton North East	4,873	1,246	6,119
Wolverhampton South East	4,064	1,128	5,192
Wolverhampton South West	3,605	1,248	4,853
EAST MIDLANDS			
Derbyshire			
Amber Valley	2,592	868	3,460
Bolsover	3,159	901	4,060
Chesterfield	3,472	1,051	4,523
Derby North	3,657	1,025	4,682
Derby South	5,182	1,462	6,644
Erewash	3,278	1,017	4,295
High Peak	2,102	788	2,890
North East Derbyshire	2,998	1,003	4,001
South Derbyshire	2,743	938	3,681
West Derbyshire	1,688	608	2,296
Leicestershire			
Blaby	2,161	714	2,875
Bosworth	2,226	804	3,030
Harborough	1,909	669	2,578
Leicester East	3,914	1,244	5,158
Leicester South	4,633	1,356	5,989
Leicester West	5,340	1,320	6,660
Loughborough	2,272	769	3,041
North West Leicestershire	2,504	877	3,381
Rutland and Melton	2,035	770	2,805
Lincolnshire			
East Lindsey	3,586	1,194	4,780
Gainsborough and Horncastle	2,358	867	3,225
Grantham	2,490	919	3,409
Holland with Boston	2,313	698	3,011
Lincoln	4,369	1,286	5,655
Stamford and Spalding	1,925	670	2,595
Northamptonshire			
Corby	3,135	1,029	4,164
Daventry	2,021	835	2,856
Kettering	2,517	815	3,332
Northampton North	3,444	1,054	4,498
Northampton South	3,590	1,174	4,764
Wellingborough	2,818	1,053	3,871

2.10 UNEMPLOYMENT
Area statistics

Unemployment in Parliamentary constituencies at April 9 1992

	Male	Female	All
Nottinghamshire			
Ashfield	3,623	930	4,553
Bassetlaw	3,216	954	4,170
Broxtowe	2,407	764	3,171
Gedling	2,605	898	3,503
Mansfield	3,501	845	4,346
Newark	2,897	912	3,809
Nottingham East	6,686	1,762	8,448
Nottingham North	5,357	1,110	6,467
Nottingham South	4,534	1,169	5,703
Rushcliffe	2,518	844	3,362
Sherwood	3,118	857	3,975
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,979	775	2,754
Booth Ferry	2,468	860	3,328
Bridlington	3,459	1,225	4,684
Brigg and Cleethorpes	3,584	1,071	4,655
Glanford and Scunthorpe	3,640	950	4,590
Great Grimsby	4,634	1,084	5,718
Kingston-upon-Hull East	4,733	1,193	5,926
Kingston-upon-Hull North	5,490	1,332	6,822
Kingston-upon-Hull West	4,940	1,341	6,281
North Yorkshire			
Harrogate	1,781	561	2,342
Richmond	1,747	742	2,489
Ryedale	1,642	655	2,297
Scarborough	3,056	1,016	4,072
Selby	1,860	756	2,616
Skipton and Ripon	1,515	569	2,084
York	3,388	909	4,297
South Yorkshire			
Barnsley Central	3,324	868	4,192
Barnsley East	2,959	743	3,702
Barnsley West and Penistone	2,894	867	3,761
Don Valley	3,788	1,140	4,928
Doncaster Central	4,634	1,254	5,888
Doncaster North	4,745	1,340	6,085
Rother Valley	3,476	1,033	4,509
Rotherham	4,083	1,049	5,132
Sheffield Central	6,075	1,465	7,540
Sheffield Attercliffe	3,555	895	4,450
Sheffield Brightside	4,910	1,109	6,019
Sheffield Hallam	2,235	826	3,061
Sheffield Heeley	4,392	1,209	5,601
Sheffield Hillsborough	3,179	1,018	4,197
Wentworth	3,591	967	4,558
West Yorkshire			
Batley and Spen	3,138	885	4,023
Bradford North	4,952	1,172	6,124
Bradford South	3,686	955	4,641
Bradford West	5,387	1,288	6,675
Calder Valley	2,612	935	3,547
Colne Valley	2,369	794	3,163
Dewsbury	3,029	856	3,885
Elmet	2,089	652	2,741
Halifax	3,973	1,355	5,328
Hemsworth	2,988	885	3,873
Huddersfield	3,449	1,015	4,464
Keighley	2,452	906	3,358
Leeds Central	5,468	1,346	6,814
Leeds East	4,575	1,121	5,696
Leeds North East	2,629	873	3,502
Leeds North West	2,097	759	2,856
Leeds West	3,634	981	4,615
Morley and Leeds South	2,789	889	3,678
Normanton	2,184	729	2,913
Pontefract and Castleford	3,354	822	4,176
Pudsey	1,849	592	2,441
Shipley	2,117	645	2,762
Wakefield	3,227	891	4,118
NORTH WEST			
Cheshire			
City of Chester	2,939	781	3,720
Congleton	1,959	736	2,695
Crewe and Nantwich	3,239	1,016	4,255
Eddisbury	2,416	853	3,269
Ellesmere Port and Neston	3,033	890	3,923
Halton	4,614	1,312	5,926
Macclesfield	1,814	632	2,446
Tatton	1,964	650	2,614
Warrington North	3,689	941	4,630
Warrington South	3,071	920	3,991
Greater Manchester			
Altrincham and Sale	2,017	705	2,722
Ashton-under-Lyne	3,065	874	3,939
Bolton North East	3,002	803	3,805
Bolton South East	4,016	964	4,980
Bolton West	2,787	845	3,632
Bury North	2,325	637	2,962
Bury South	2,442	870	3,312
Cheadle	1,430	573	2,003
Davyhulme	2,640	807	3,447
Denton and Reddish	3,710	1,049	4,759
Eccles	3,229	806	4,035
Hazel Grove	1,868	568	2,436
Heywood and Middleton	3,354	985	4,339
Leigh	3,422	973	4,395
Littleborough and Saddleworth	2,305	856	3,161
Makerfield	3,085	1,086	4,171
Manchester Central	7,269	1,617	8,886
Manchester Blackley	4,356	1,092	5,448
Manchester Gorton	4,394	1,225	5,619
Manchester Withington	4,216	1,328	5,544
Manchester Wythenshawe	4,264	1,013	5,277
Oldham Central and Royton	4,114	1,183	5,297
Oldham West	2,901	967	3,868
Rochdale	3,881	1,042	4,923
Salford East	4,778	1,074	5,852
Stalybridge and Hyde	3,613	1,043	4,656
Stockport	2,388	699	3,087
Stretford	5,147	1,454	6,601
Wigan	4,117	1,172	5,289
Worsley	3,403	961	4,364
Lancashire			
Blackburn	4,435	1,035	5,470
Blackpool North	3,202	814	4,016
Blackpool South	3,185	852	4,037
Burnley	3,024	908	3,932
Chorley	2,672	981	3,653
Fylde	1,389	383	1,772
Hyndburn	2,360	709	3,069
Lancaster	1,952	623	2,575
Morecambe and Lunesdale	2,494	690	3,184
Pendle	2,272	748	3,020
Preston	4,620	1,090	5,710
Ribble Valley	1,132	426	1,558
Rossendale and Darwen	2,771	910	3,681
South Ribble	2,544	823	3,367
West Lancashire	3,728	1,236	4,964
Wyre	2,044	559	2,603
Merseyside			
Birkenhead	5,961	1,457	7,418
Bootle	6,347	1,492	7,839
Crosby	3,026	1,068	4,094
Knowsley North	5,028	1,187	6,215
Knowsley South	5,124	1,302	6,426
Liverpool Broadgreen	5,128	1,408	6,536
Liverpool Garston	4,362	1,132	5,494
Liverpool Mossley Hill	4,329	1,323	5,652
Liverpool Riverside	6,188	1,635	7,823
Liverpool Walton	6,353	1,568	7,921
Liverpool West Derby	5,224	1,351	6,575
Southport	2,676	873	3,549
St Helens North	3,442	1,013	4,455
St Helens South	3,917	1,048	4,965
Wallasey	4,554	1,292	5,846
Wirral South	2,153	746	2,899
Wirral West	2,407	835	3,242
NORTH			
Cleveland			
Hartlepool	4,790	1,145	5,935
Langbaurgh	4,047	1,094	5,141
Middlesbrough	5,461	1,339	6,800
Redcar	4,529	982	5,511
Stockton North	4,682	1,247	5,929
Stockton South	3,848	1,177	5,025
Cumbria			
Barrow and Furness	3,209	1,034	4,243
Carlisle	2,358	722	3,080
Copeland	2,436	673	3,109
Penrith and the Border	1,544	623	2,167
Westmorland	1,151	412	1,563
Workington	2,528	866	3,394
Durham			
Bishop Auckland	3,234	901	4,135
City of Durham	2,450	817	3,267
Darlington	3,556	985	4,541
Easington	2,934	680	3,614
North Durham	3,383	961	4,344
North West Durham	3,016	868	3,884
Sedgefield	2,260	694	2,954
Northumberland			
Berwick-upon-Tweed	2,053	670	2,723
Blyth Valley	2,856	876	3,732
Hexham	1,284	468	1,752
Wansbeck	3,059	852	3,911
Tyne and Wear			
Blaydon	2,745	764	3,509
Gateshead East	3,519	983	4,502
Houghton and Washington	4,069	1,059	5,128
Jarrow	3,794	988	4,782
Newcastle upon Tyne Central	3,344	1,047	4,391
Newcastle upon Tyne East	4,097	1,029	5,126
Newcastle upon Tyne North	3,464	927	4,391
South Shields	4,326	1,206	5,532
Sunderland North	5,539	1,158	6,697
Sunderland South	4,435	1,168	5,603
Tyne Bridge	5,733	1,286	7,019
Tynemouth	3,289	873	4,162
Wallsend	3,969	1,086	5,055
WALES			
Clwyd			
Alyn and Deeside	2,249	674	2,923

Unemployment in Parliamentary constituencies at April 9 1992

	Male	Female	All
Clwyd North West	2,866	816	3,682
Clwyd South West	1,942	604	2,546
Delyn	2,198	614	2,812
Wrexham	2,758	768	3,526
Dyfed			
Carmarthen	2,160	676	2,836
Ceredigion and Pembroke North	2,044	713	2,757
Llanelli	2,619	789	3,408
Pembroke	3,682	1,101	4,783
Gwent			
Blaenau Gwent	2,698	525	3,223
Islwyn	1,932	525	2,457
Monmouth	1,798	555	2,353
Newport East	3,038	850	3,888
Newport West	3,090	856	3,946
Torfaen	3,309	942	4,251
Gwynedd			
Caernarfon	2,264	678	2,942
Conwy	2,392	746	3,138
Meirionnydd Nant Conwy	1,252	466	1,718
Ynys Mon	2,888	942	3,830
Mid Glamorgan			
Bridgend	2,502	751	3,253
Caerphilly	3,603	793	4,396
Cynon Valley	2,781	626	3,407
Merthyr Tydfil and Rhymney	3,378	689	4,067
Ogmore	2,689	706	3,395
Pontypridd	2,722	748	3,470
Rhondda	3,313	665	3,978
Powys			
Brecon and Radnor	1,347	508	1,855
Montgomery	1,024	316	1,340
South Glamorgan			
Cardiff Central	3,772	993	4,765
Cardiff North	1,849	488	2,337
Cardiff South and Penarth	3,554	735	4,289
Cardiff West	3,830	831	4,661
Vale of Glamorgan	3,011	818	3,829
West Glamorgan			
Aberavon	2,047	520	2,567
Gower	1,923	556	2,479
Neath	2,139	550	2,689
Swansea East	3,032	636	3,668
Swansea West	3,376	821	4,197
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	1,166	503	1,669
Tweeddale, Ettrick and Lauderdale	975	371	1,346
Central Region			
Clackmannan	2,173	748	2,921
Falkirk East	2,458	780	3,238
Falkirk West	2,266	746	3,012
Stirling	1,896	696	2,592
Dumfries and Galloway Region			
Dumfries	2,112	819	2,931
Galloway and Upper Nithsdale	1,977	781	2,758
Fife Region			
Central Fife	2,881	1,115	3,996
Dunfermline East	2,459	776	3,235
Dunfermline West	2,039	661	2,700
Kirkcaldy	2,709	907	3,616
North East Fife	1,205	541	1,746
Grampian Region			
Aberdeen North	1,924	583	2,507
Aberdeen South	1,664	491	2,155
Banff and Buchan	1,383	531	1,914
Gordon	1,001	469	1,470
Kincardine and Deeside	907	399	1,306
Moray	1,700	1,007	2,707
Highlands Region			
Caithness and Sutherland	1,326	481	1,807
Inverness, Nairn and Lochaber	2,973	1,137	4,110
Ross, Cromarty and Skye	2,143	914	3,057
Lothian Region			
East Lothian	2,496	660	3,156
Edinburgh Central	2,978	1,025	4,003
Edinburgh East	2,461	648	3,109
Edinburgh Leith	3,762	1,024	4,786
Edinburgh Pentlands	1,997	626	2,623
Edinburgh South	2,191	655	2,846
Edinburgh West	1,553	447	2,000
Linlithgow	2,819	866	3,685
Livingston	2,688	951	3,639
Mid Lothian	2,426	666	3,092
Strathclyde Region			
Argyll and Bute	1,920	760	2,680
Ayr	2,634	875	3,509
Carrick Cumnock and Doon Valley	3,463	956	4,419
Clydebank and Milngavie	2,724	716	3,440
Clydesdale	2,731	786	3,517
Cumbernauld and Kilsyth	2,222	717	2,939
Cunninghame North	2,789	879	3,668
Cunninghame South	3,151	950	4,101
Dumbarton	3,054	952	4,006
East Kilbride	2,610	915	3,525
Eastwood	1,758	632	2,390
Glasgow Cathcart	2,144	639	2,783
Glasgow Central	4,235	1,113	5,348
Glasgow Garscadden	3,349	742	4,091
Glasgow Govan	3,243	860	4,103
Glasgow Hillhead	3,047	1,225	4,272
Glasgow Maryhill	4,394	1,221	5,615
Glasgow Pollock	3,788	921	4,709
Glasgow Provan	4,337	1,005	5,342
Glasgow Rutherglen	3,496	939	4,435
Glasgow Shettleston	3,894	982	4,876
Glasgow Springburn	4,555	1,226	5,781
Greenock and Port Glasgow	3,829	895	4,724
Hamilton	3,308	874	4,182
Kilmarnock and Loudoun	3,434	1,101	4,535
Monklands East	2,845	768	3,613
Monklands West	2,256	657	2,913
Motherwell North	3,171	767	3,938
Motherwell South	2,855	769	3,624
Paisley North	2,814	841	3,655
Paisley South	2,538	761	3,299
Renfrew West and Inverclyde	1,603	658	2,261
Strathkelvin and Bearsden	1,820	655	2,475
Tayside Region			
Angus East	2,076	941	3,017
Dundee East	3,652	1,212	4,864
Dundee West	3,344	1,120	4,464
North Tayside	1,318	595	1,913
Perth and Kinross	2,017	661	2,678
Orkney and Shetland Islands	**651**	**259**	**910**
Western Isles	**1,184**	**367**	**1,551**
NORTHERN IRELAND			
Belfast East	3,070	1,087	4,157
Belfast North	5,528	1,460	6,988
Belfast South	3,765	1,420	5,185
Belfast West	8,024	1,489	9,513
East Antrim	4,087	1,340	5,427
East Londonderry	5,943	1,661	7,604
Fermanagh and South Tyrone	5,425	1,365	6,790
Foyle	8,608	1,671	10,279
Lagan Valley	3,707	1,289	4,996
Mid-Ulster	5,879	1,591	7,470
Newry and Armagh	5,826	1,466	7,292
North Antrim	4,119	1,205	5,324
North Down	2,638	1,239	3,877
South Antrim	3,264	1,240	4,504
South Down	4,487	1,617	6,104
Strangford	2,634	1,024	3,658
Upper Bann	3,964	1,290	5,254

2.13 UNEMPLOYMENT Students: regions

	South East	*Greater London* *	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1991 Apr 11	367	256	9	30	87	17	19	50	6	33	36	654	—	654
May 9	376	270	7	33	61	17	32	56	13	25	37	657	—	657
June 13	274	205	12	31	84	23	29	65	19	36	118	691	—	691
July 11	834	520	47	218	294	146	232	342	203	195	242	2,753	—	2,753
Aug 8	892	568	54	196	286	153	218	297	166	191	200	2,653	—	2,653
Sept 12	827	505	55	192	293	167	194	433	195	167	131	2,654	—	2,654
Oct 10	499	362	23	64	110	47	75	78	46	43	57	1,042	—	1,042
Nov 14	425	303	19	51	108	38	68	73	35	34	47	898	—	898
Dec 12	436	308	29	53	102	40	55	76	37	36	48	912	—	912
1992 Jan 9	445	316	23	60	99	42	56	81	33	33	50	922	—	922
Feb 13	463	321	17	58	105	39	65	86	38	32	46	949	—	949
Mar 12	474	316	15	54	100	48	68	88	41	31	45	964	—	964
Apr 9	513	330	19	59	107	55	79	96	42	35	50	1,055	—	1,055

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From September 1990 the vast majority of students have no longer been entitled to claim unemployment related benefits, via Unemployment Benefit Offices, during their vacations.
* Included in South East.

2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	*Greater London* *	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1991 Apr 11	227	119	35	57	2,393	449	1,130	1,493	160	500	1,999	8,443	1,645	10,088
May 9	175	131	33	47	1,981	399	872	780	130	259	1,106	5,782	1,344	7,126
June 13	325	224	35	38	2,097	291	633	514	133	141	876	5,083	1,045	6,128
July 11	615	91	93	22	1,775	188	556	482	108	250	938	5,027	838	5,865
Aug 8	290	161	21	47	1,164	234	771	442	83	162	777	3,991	820	4,811
Sept 12	138	97	48	35	710	593	752	872	105	215	723	4,191	702	4,893
Oct 10	175	51	32	47	1,369	266	425	530	63	132	1,182	4,221	848	5,069
Nov 14	233	46	46	296	1,166	164	442	481	137	154	1,668	4,787	700	5,487
Dec 12	283	73	53	183	1,227	321	604	485	122	175	769	4,222	1,350	5,572
1992 Jan 9	467	125	67	63	971	525	489	602	155	180	2,384	5,903	1,513	7,416
Feb 13	441	157	64	142	2,761	353	1,217	1,022	269	325	5,539	12,133	1,773	13,906
Mar 12	291	154	71	73	2,353	291	1,087	1,194	412	340	1,425	7,537	1,924	9,461
Apr 9	251	112	87	108	2,195	249	995	897	205	278	1,453	6,718	1,904	8,622

Note: Temporarily stopped workers are not included in the totals of the unemployed.
* Included in South East.

UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE								
1989 Apr	10.5	9.9	7.8	5.7	4.6	8.5	2.7	6.6
July	9.8	9.9	7.4	5.3	4.3	7.7	2.4	6.2
Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.2	5.8
1990 Jan	10.4	9.3	7.1	5.1	4.1	6.9	2.2	5.9
Apr	9.8	8.9	6.9	5.0	4.0	6.6	2.1	5.7
July	9.8	9.5	6.9	5.0	3.9	6.2	2.0	5.7
Oct	10.8	9.4	7.2	5.2	4.0	6.3	2.1	5.9
1991 Jan	12.5	11.2	8.6	6.2	4.8	6.9	2.5	6.9
Apr	13.9	12.6	9.8	7.0	5.4	7.3	2.9	7.7
July	14.3	13.8	10.7	7.6	5.8	7.5	3.0	8.3
Oct	15.6	13.9	10.8	7.8	6.0	7.8	3.5	8.5
1992 Jan	16.4	15.2	12.0	8.8	6.7	8.5	3.9	9.4
Apr	17.8	15.8	12.2	9.0	6.8	9.0	3.8	9.7
MALE								
1989 Apr	12.2	12.0	9.2	7.4	6.0	10.8	3.7	8.3
July	11.3	11.7	8.8	6.9	5.5	9.7	3.3	7.7
Oct	10.9	10.5	8.3	6.6	5.3	8.9	3.0	7.2
1990 Jan	11.9	11.7	8.9	7.0	5.5	8.9	3.1	7.6
Apr	11.3	11.3	8.7	6.8	5.3	8.4	2.9	7.4
July	11.2	11.8	8.8	6.8	5.2	7.9	2.8	7.3
Oct	12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.7
1991 Jan	14.7	14.5	11.2	8.7	6.6	9.0	3.6	9.1
Apr	16.6	16.4	12.8	9.9	7.4	9.7	4.2	10.3
July	17.3	17.6	13.9	10.6	8.0	9.8	4.5	10.9
Oct	18.3	18.1	14.1	11.0	8.2	10.3	4.9	11.3
1992 Jan	19.5	19.9	15.8	12.3	9.3	11.2	5.5	12.6
Apr	22.0	20.7	16.0	12.6	9.5	11.9	5.6	13.0
FEMALE								
1989 Apr	8.6	7.2	5.8	3.3	2.9	5.3	0.2	4.4
July	8.2	7.5	5.4	3.0	2.7	4.8	0.2	4.2
Oct	7.9	6.2	4.8	2.7	2.5	4.5	0.1	3.8
1990 Jan	8.6	6.3	4.6	2.6	2.4	4.3	0.1	3.7
Apr	8.1	5.9	4.4	2.5	2.3	4.1	0.1	3.5
July	8.2	6.6	4.3	2.5	2.3	3.9	0.1	3.5
Oct	9.0	6.1	4.3	2.4	2.2	3.8	0.1	3.5
1991 Jan	9.9	7.0	4.9	2.8	2.6	4.0	0.1	3.9
Apr	10.8	7.8	5.5	3.2	2.9	4.2	0.1	4.4
July	10.9	9.0	6.1	3.5	3.2	4.3	0.1	4.8
Oct	12.5	8.7	6.0	3.5	3.2	4.5	0.1	4.8
1992 Jan	12.8	9.2	6.5	3.8	3.5	4.7	0.1	5.2
Apr	13.1	9.6	6.6	4.0	3.5	5.0	0.1	5.3

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note + to *tables 2.1* and *2.2*.
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid 1991 for 1991 and at the corresponding mid-year for earlier years. These rates are consistant with the unadjusted rates in *table 2.1*. 1990 rates have been revised this month due to revisions in workforce in employment figures for 1990.
2 While the figures are presented to one decimal place, they should be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.18 UNEMPLOYMENT
Selected countries

THOUSAND

	United Kingdom *	Australia ##	Austria #	Belgium §	Canada ##	Denmark ++	Finland ++	France ++	Germany # (FR)	Greece +
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1991 Apr	2,198	856	186	361	1,443	299	196	2,571	1,652	179
May	2,214	812	164	354	1,412	281	196	2,551	1,604	158
June	2,241	764	148	352	1,384	275	222	2,553	1,593	155
July	2,368	802	148	373	1,439	272	252	2,666	1,694	155
Aug	2,435	806	151	379	1,419	293	243	2,753	1,672	152
Sep	2,451	867	152	369	1,282	289	243	2,832	1,610	146
Oct	2,426	802	177	373	1,299	296	282	2,872	1,599	168
Nov	2,472	818	197	373	1,375	299	303	2,882	1,618	187
Dec	2,552	920	224	384	1,384	303	341	2,919	1,731	207
1992 Jan	2,674	960	250	399	1,551	340	337	2,966	1,875	225
Feb	2,710	998	235	..	1,575	332	346	2,938	1,863	220
Mar	2,707	949	199	..	1,695	..	339	2,877	1,768	..
Apr	2,737	911	185	..	..	..	..	..	1,747	..
Percentage rate: latest month	9.7	10.6	5.8	13.7	12.5	11.9	13.6	10.0	6.4	5.7
latest month: change on a year ago	+1.9	+0.7	-0.1	+0.8	+0.8	+1.0	+6.4	+0.8	+0.2	+0.7
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1987	2,807	629	165	435	1,150	217	142	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	129	2,564	2,234	109
1989	1,784	509	150	364	1,018	259	104	2,533	2,029	118
1990	1,663	590	169	348	1,110	267	106	2,505	1,870	140
Monthly										
1991 Apr	2,167	828	186	361	1,398	285	194	2,637	1,671	174
May	2,232	799	189	361	1,413	289	212	2,689	1,689	174
June	2,293	804	194	367	1,453	292	231	2,721	1,688	175
July	2,363	831	193	370	1,449	296	249	2,763	1,708	177
Aug	2,423	842	195	372	1,462	301	265	2,746	1,707	179
Sep	2,458	870	189	375	1,410	300	280	2,772	1,697	176
Oct	2,477	870	192	378	1,420	301	292	2,798	1,692	185
Nov	2,518	894	186	380	1,424	303	301	2,826	1,676	184
Dec	2,551	908	184	..	1,420	303	307	2,833	1,675	183
1992 Jan	2,607	894	186	..	1,429	303	311	2,860	1,693	192
Feb	2,645	908	183	..	1,451	305	314	2,876	1,692	187
Mar	2,653	900	176	..	1,525	..	315	2,858	1,716	..
Apr	2,695	887	..	..	..	..	..	..	1,757	..
Percentage rate: latest month	9.5	10.4	5.4	13.0	11.1	10.9	12.4	9.9	6.6	4.8
latest three months: change on previous three months	+0.3	N/C	+1.8	+0.2	+0.4	+0.1	+0.5	+0.1	+0.1	+0.1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Mar	Mar	..	Feb	Mar	..	Feb	Feb	Feb	..
Per cent	10.2	10.3	..	8.2	11.0	..	11.9	9.9	4.3	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.
2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.
3 The following symbols apply only to the figures on national definitions.
* The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see *notes to table 2.1*).
\+ Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people and farmers.

UNEMPLOYMENT
Selected countries 2.18

THOUSAND

Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##	
											NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED
											Monthly
248	2,624	1,450	2.1	320	93	298	2,309	97	30.2	8,049	1991 Apr
244	..	1,360	2.2	305	89	289	2,255	98	31.3	8,233	May
253	..	1,320	2.1	303	101	284	2,228	103	31.4	8,774	June
261	2,581	1,330	2.2	302	115	284	2,195	134	33.4	8,576	July
265	..	1,390	2.2	306	113	282	2,193	142	35.1	8,237	Aug
259	..	1,410	2.4	302	98	285	2,253	142	37.0	8,070	Sep
257	2,686	1,320	2.5	310	95	290	2,317	140	40.7	8,013	Oct
260	..	1,310	2.6	317	99	296	2,327	141	46.4	8,286	Nov
269	..	1,270	2.5	322	107	297	2,329	159	52.8	8,569	Dec
277	..	1,410	2.8	316	121	309	2,336	181	60.9	9,949	1992 Jan
278	..	1,370	2.8	..	115	313	2,337	178	65.2	10,161	Feb
279	..	..	2.7	..	..	313	2,337	187	..	9,691	Mar
..	..	..	..	..	..	..	..	..	..	..	Apr
21.0	11.0	2.1	1.7	4.4	5.4	6.9	15.4	4.2	2.3	7.7	**Percentage rate**: latest month
+2.5	N/C	-0.1	+0.3	-0.4	+0.7	+0.3	-0.2	+2.0	+1.3	+0.7	latest month: change on a year ago
											NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED
											Annual averages
247	..	1,729	2.7	..	32.3	319	2,924	84	21.9	7,412	1987
241	2,885	1,552	2.5	432	49.9	306	2,858	72	19.5	6,696	1988
232	2,656	1,417	2.3	391	83.5	312	2,550	62	15.1	6,521	1989
225	2,751	1,344	2.1	345	93.2	307	2,349	70	16.0	6,884	1990
											Monthly
249	2,683	1,360	2.2	341	94	293	2,282	105	29.5	8,256	1991 Apr
250	..	1,320	2.3	330	98	291	2,275	102	32.4	8,529	May
255	..	1,380	2.3	322	102	293	2,280	116	34.1	8,615	June
261	2,594	1,420	2.3	307	118	295	2,273	134	36.3	8,475	July
263	..	1,400	2.4	304	106	295	2,267	133	38.8	8,520	Aug
263	..	1,400	2.5	301	106	296	2,305	135	41.5	8,501	Sep
265	2,670	1,330	2.4	308	105	296	2,329	136	44.5	8,641	Oct
265	..	1,380	2.5	312	105	292	2,319	142	46.7	8,602	Nov
266	..	1,410	2.4	297	108	292	2,303	162	49.2	8,891	Dec
269	..	1,390	2.5	307	104	295	2,282	167	51.0	8,929	1992 Jan
273	..	1,320	2.7	304	105	296	2,280	175	58.0	9,244	Feb
275	..	..	2.6	..	..	298	2,285	188	..	9,242	Mar
..	..	..	..	..	..	..	..	..	..	..	Apr
20.7	11.0	2.0	1.7	4.2	4.9	6.6	15.1	4.2	2.1	7.3	**Percentage rate**: latest month
+0.6	+0.2	N/C	+0.1	-0.1	N/C	N/C	-0.2	+0.7	+0.4	+0.3	latest three months: change on previous three months
											OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)
Mar	Oct	Feb	..	Feb	Nov	Nov	Nov	Mar	..	Mar	Latest month
17.1	9.9	2.0	..	6.9	5.8	4.1	16.5	4.2	..	7.2	Per cent

\# Numbers registered at employment offices. Rates are calculated as percentages of total employees.
§ Insured unemployed. Rates are calculated as percentages of total insured labour force.
** Labour force sample survey. Rates are calculated as percentages of total labour force.
++ Numbers registered at employment offices. Rates are calculated as a percentage of total labour force.
\#\# Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
N/C No change

2.19 UNEMPLOYMENT
Flows: standardised, not seasonally adjusted *

THOUSAND

UNITED KINGDOM — INFLOW +

Month Ending		Male and Female: All	Male and Female: Change since previous year	Male: All	Male: Change since previous year	Female: All	Female: Change since previous year	Female: Married
1991	Apr 11	359.2	+89.4	252.3	+67.5	106.9	+21.9	40.3
	May 9	334.7	+98.6	237.6	+72.4	97.2	+26.2	36.2
	June 13	326.3	+79.4	231.2	+58.7	95.1	+20.8	34.4
	July 11	441.9	+113.0	293.5	+77.5	148.4	+35.5	42.3
	Aug 8	385.8	+81.5	259.1	+56.2	126.7	+25.2	41.7
	Sept 12	372.4	+61.1	252.2	+40.7	120.2	+20.4	38.2
	Oct 10	387.2	+56.7	270.7	+39.1	116.5	+17.5	38.3
	Nov 14	374.8	+35.1	266.2	+24.5	108.6	+10.6	38.1
	Dec 12	353.4	+25.0	258.5	+17.7	94.9	+7.3	33.7
1992	Jan 9	362.2	+34.8	249.5	+23.2	112.6	+11.7	41.1
	Feb 13	389.6	+1.9	274.6	-0.1	115.0	+2.0	41.3
	Mar 12	352.4	-25.7	249.3	-20.5	103.0	-5.2	38.9
	Apr 9	366.5	+7.3	261.6	+9.3	104.9	-2.0	40.3

UNITED KINGDOM — OUTFLOW +

Month Ending		Male and Female: All	Male and Female: Change since previous year	Male: All	Male: Change since previous year	Female: All	Female: Change since previous year	Female: Married
1991	Apr 11	298.1	+10.8	204.2	+6.1	93.9	+4.6	34.3
	May 9	318.1	+30.2	219.7	+24.0	98.5	+6.3	36.1
	June 13	302.7	+36.0	211.4	+26.1	91.4	+9.9	33.0
	July 11	304.8	+49.6	212.6	+36.3	92.2	+13.3	31.5
	Aug 8	312.6	+45.3	215.1	+33.6	97.5	+11.7	31.1
	Sept 12	358.9	+61.6	234.5	+42.3	124.4	+19.3	42.2
	Oct 10	414.0	+79.8	274.7	+54.2	139.3	+25.6	41.0
	Nov 14	335.1	+57.6	226.4	+40.2	108.8	+17.4	37.9
	Dec 12	266.8	+44.4	180.8	+31.0	86.0	+13.4	28.9
1992	Jan 9	229.8	+21.0	154.2	+14.7	75.6	+6.3	28.3
	Feb 13	357.9	+62.9	249.4	+47.2	108.5	+15.7	39.9
	Mar 12	355.6	+61.3	248.7	+44.8	106.9	+16.6	38.9
	Apr 9	335.0	+36.9	234.6	+30.4	100.4	+6.6	36.4

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard $4^1/_3$ week month.
+ The flows in this table are not on quite the same basis as those in *table 2.20*. While *table 2.20* relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

UNEMPLOYMENT 2.20
Flows by age (GB); standardised * ; not seasonally adjusted computerised rates only

THOUSAND

INFLOW — Age group

Month Ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1991	Nov 14	2.5	25.6	60.4	45.4	31.2	44.3	31.9	12.1	6.5	259.9
	Dec 12	2.6	23.7	56.6	44.2	31.1	44.7	32.1	11.8	6.1	252.9
1992	Jan 9	2.1	21.4	53.7	41.9	29.6	42.6	32.8	12.7	6.9	243.7
	Feb 13	3.4	26.3	60.1	47.0	33.1	46.5	33.1	12.6	6.4	268.6
	Mar 12	2.8	22.8	52.5	42.1	30.4	42.7	31.5	11.8	6.1	242.9
	Apr 9	2.2	22.8	52.9	43.3	31.2	44.8	36.1	14.8	7.8	255.9
FEMALE											
1991	Nov 14	1.8	16.6	28.8	17.4	9.7	15.6	12.3	3.6	—	105.7
	Dec 12	1.8	14.0	24.7	15.2	8.8	14.0	11.1	2.9	—	92.6
1992	Jan 9	1.4	16.0	29.6	17.8	10.2	16.9	13.4	3.8	—	109.2
	Feb 13	2.4	17.7	29.5	18.7	10.7	16.5	12.9	3.5	—	112.0
	Mar 12	2.1	14.2	25.2	16.7	10.0	15.8	12.7	3.4	—	100.0
	Apr 9	1.9	13.8	24.8	16.9	10.3	16.6	13.8	3.9	—	102.1
Changes on a year earlier											
MALE											
1991	Nov 14	1.2	—	3.6	4.7	3.6	4.9	4.4	1.5	0.7	24.7
	Dec 12	1.3	—	0.6	2.5	3.0	4.7	4.8	1.7	1.0	18.2
1992	Jan 9	1.0	—	3.0	3.5	3.5	4.4	5.2	2.0	1.0	23.2
	Feb 13	1.8	-2.2	-2.5	-1.1	0.8	0.8	1.6	1.0	0.2	-0.6
	Mar 12	1.0	-4.5	-8.9	-4.6	-2.0	-3.0	0.8	0.4	-0.1	-20.9
	Apr 9	0.5	-0.8	-1.8	0.4	1.8	1.9	4.7	2.1	0.5	9.2
FEMALE											
1991	Nov 14	0.8	0.4	2.4	2.0	1.2	2.2	1.8	0.4	—	11.3
	Dec 12	0.7	—	1.3	1.0	1.0	1.7	1.6	0.3	—	7.6
1992	Jan 9	0.6	0.5	2.1	1.6	1.1	2.2	2.5	0.8	—	11.5
	Feb 13	1.3	-0.8	-1.2	0.2	0.5	0.5	1.2	0.3	—	1.9
	Mar 12	0.8	-2.5	-3.2	-1.1	0.1	-0.1	0.7	0.2	—	-5.1
	Apr 9	0.6	-0.8	-1.7	-0.5	0.2	-0.3	0.6	0.2	—	-1.6

OUTFLOW — Age group

Month Ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	All ages
MALE											
1991	Nov 14	1.0	19.0	51.2	35.8	24.6	34.4	24.2	9.2	6.2	205.8
	Dec 12	0.8	14.8	40.2	28.6	19.8	28.2	20.7	7.9	5.5	166.6
1992	Jan 9	0.9	10.8	31.1	24.3	17.2	24.2	17.6	6.7	5.0	137.8
	Feb 13	1.3	17.4	51.7	40.8	28.7	40.3	28.5	10.7	7.7	227.1
	Mar 12	1.2	17.7	51.8	40.9	28.8	40.7	29.0	10.5	7.5	228.3
	Apr 9	1.2	16.4	48.7	38.1	26.7	37.5	27.7	11.1	7.5	214.8
FEMALE											
1991	Nov 14	0.9	15.3	29.4	16.4	9.1	14.1	10.9	3.2	0.1	99.5
	Dec 12	0.7	12.1	24.0	13.2	7.4	11.1	8.5	2.5	0.1	79.6
1992	Jan 9	0.8	8.8	18.6	12.1	7.0	10.7	8.2	2.6	0.1	68.7
	Feb 13	1.1	13.2	27.6	17.6	9.7	15.0	11.5	3.3	0.1	99.4
	Mar 12	1.1	13.2	27.4	16.8	9.9	14.9	11.9	3.4	0.1	98.6
	Apr 9	1.0	12.4	25.7	16.2	9.2	13.8	10.9	3.4	0.1	92.8
Changes on a year earlier											
MALE											
1991	Nov 14	0.6	1.0	8.1	6.2	5.3	6.1	5.1	2.2	1.7	36.3
	Dec 12	0.5	0.8	6.0	5.1	4.3	5.0	4.8	1.8	1.5	29.8
1992	Jan 9	0.4	-1.2	0.9	2.3	2.7	3.0	2.9	1.0	1.2	13.3
	Feb 13	0.7	0.7	7.7	8.0	6.2	8.3	6.6	2.8	2.4	43.4
	Mar 12	0.7	0.7	1.0	7.9	7.5	5.8	8.1	6.7	2.5	23.2
	Apr 9	0.6	-0.5	4.0	4.9	4.4	5.5	5.2	2.2	1.9	28.3
FEMALE											
1991	Nov 14	0.4	1.4	4.6	2.9	1.6	2.5	1.9	0.6	—	15.9
	Dec 12	0.4	1.0	4.1	1.9	1.6	2.0	1.6	0.4	—	13.1
1992	Jan 9	0.4	—	1.2	1.2	0.7	1.2	1.2	0.4	—	6.3
	Feb 13	0.6	1.0	3.6	2.7	1.5	2.4	2.4	0.7	—	149.6
	Mar 12	0.6	0.9	3.8	2.4	2.0	2.8	2.7	0.7	—	158.4
	Apr 9	0.5	-1.7	1.0	1.3	0.9	1.1	1.3	0.5	—	6.4

* Flows figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 $^1/_3$ week month.
+ The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2.30 CONFIRMED REDUNDANCIES + Regions

		South East	Greater London **	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1989		12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1990		14,408	1,999	5,250	15,503	25,500	11,291	16,674	28,165	13,209	130,000	10,719	17,669	158,388
1991 P		26,982	7,928	5,999	22,195	47,149	20,270	29,316	39,204	15,382	206,497	12,959	22,762	242,218
1990	Q4	3,265	518	1,948	4,335	8,540	4,688	5,594	9,278	4,237	41,885	3,695	4,912	50,492
1991	Q1	6,034	2,417	1,534	6,640	13,612	5,132	8,521	10,420	4,887	56,780	4,147	6,424	67,351
	Q2	5,550	1,593	1,353	3,607	10,926	5,528	7,956	11,136	4,456	50,482	3,279	4,565	58,326
	Q3	7,047	2,297	1,246	5,173	11,149	5,442	7,188	9,105	2,607	48,957	3,256	6,387	56,800
	Q4 P	8,351	1,621	1,866	6,775	11,462	4,168	5,681	8,543	3,432	50,278	2,277	5,386	57,941
1991	Apr	1,779	313	775	1,225	4,177	2,501	2,052	3,204	1,151	16,864	1,289	1,351	19,504
	May	1,556	252	262	875	3,886	1,391	2,943	4,080	2,001	16,994	884	1,260	19,138
	June	2,215	1,028	316	1,507	2,863	1,636	2,931	3,852	1,304	16,624	1,106	1,954	19,684
	July	2,120	697	456	1,953	4,779	2,937	3,240	3,398	1,207	20,090	826	2,477	23,393
	Aug	2,682	821	516	1,321	3,249	867	2,667	3,095	872	15,269	1,162	2,267	18,698
	Sept	2,245	779	274	1,899	3,121	1,638	1,281	2,612	528	13,598	1,268	1,643	16,509
	Oct P	2,578	483	1,094	1,625	2,941	1,347	1,342	2,438	887	14,252	573	1,818	16,643
	Nov P	1,886	421	464	1,211	3,562	1,631	2,264	2,616	795	14,429	804	1,664	16,897
	Dec P	3,887	717	308	3,939	4,959	1,190	2,075	3,489	1,750	21,597	900	1,904	24,401
1992	Jan P	1,655	319	1,231	1,150	3,682	888	2,712	1,868	871	14,057	441	1,417	15,915
	Feb P	1,963	471	492	1,443	2,641	1,157	2,955	2,529	881	14,061	598	1,768	16,427
	Mar PR	2,853	593	648	1,383	3,084	1,443	2,297	2,935	1,395	16,038	538	1,091	17,667
	Apr *	1,752	315	98	774	1,952	427	849	1,859	383	8,094	320	742	9,156

** Included in South East.
Other notes: See table 2.31.

2.31 CONFIRMED REDUNDANCIES + Industry

	Division	Class	1990	1991 P	1990 Q4	1991 Q1	Q2	Q3	Q4 P	1992 Feb P	Mar PR	Apr *
Agriculture, forestry and fishing	0		379	484	61	14	0	136	334	21	24	0
Coal extraction and coke		11-12	3,707	7,394	1,158	3,481	1,014	1,243	1,656	941	1,812	138
Mineral oil and natural gas		13-14	481	974	150	255	9	343	367	84	69	13
Electricity, gas, other energy and water		15-17	539	1,933	57	803	306	381	443	209	564	120
Energy and water supply industries	1		4,727	10,301	1,365	4,539	1,329	1,967	2,466	1,234	2,445	271
Extraction of other minerals and ores		21,23	705	1,614	294	728	473	81	332	0	7	0
Metal manufacture		22	7,588	8,711	3,047	2,480	2,519	2,295	1,417	319	400	197
Manufacture of non-metallic products		24	4,365	5,977	1,643	2,665	1,127	852	1,333	619	484	462
Chemicals and man-made fibres		25-26	3,031	4,066	1,411	937	1,331	918	880	391	250	101
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		15,689	20,368	6,395	6,810	5,450	4,146	3,962	1,329	1,141	760
Manufacture of metal goods		31	4,612	8,290	1,601	1,907	2,653	1,845	1,885	780	586	155
Mechanical engineering		32	13,141	20,996	4,693	6,052	5,174	4,825	4,945	1,592	1,115	357
Manufacture of office machinery and data processing equipment		33	858	576	467	190	72	265	49	31	15	29
Electrical and electronic engineering		34	13,091	22,491	3,937	6,008	5,361	5,432	5,690	1,098	726	686
Manufacture of motor vehicles		35	5,020	13,421	1,947	3,296	2,900	2,659	4,566	612	433	584
Manufacture of other transport equipment		36	5,154	11,764	1,910	1,879	3,829	2,426	3,630	532	585	340
Instrument engineering		37	1,151	1,331	352	548	145	264	374	185	42	16
Metal goods, engineering and vehicles industries	3		43,027	78,869	14,907	19,880	20,134	17,716	21,139	4,830	3,502	2,167
Food, drink and tobacco		41-42	10,219	9,678	2,633	2,791	3,265	2,203	1,419	1,240	854	353
Textiles		43	8,780	7,459	1,882	1,779	1,815	1,375	2,490	373	273	231
Leather, footwear and clothing		44-45	9,052	10,877	2,668	3,952	3,196	1,827	1,902	543	519	802
Timber and furniture		46	4,933	4,602	1,140	1,818	972	1,021	791	219	147	118
Paper, printing and publishing		47	5,679	7,965	2,203	2,445	2,612	1,383	1,525	481	303	183
Other manufacturing		48-49	5,987	12,717	2,379	3,487	2,421	3,097	3,712	926	952	407
Other manufacturing industries	4		44,650	53,298	12,905	16,272	14,281	10,906	11,839	3,782	3,048	2,094
Construction	5		10,381	12,666	3,374	3,066	3,592	2,806	3,202	1,062	1,862	198
Wholesale distribution		61-63	3,740	5,877	962	1,066	1,112	1,870	1,829	456	394	193
Retail distribution		64-65	6,522	6,112	1,441	2,006	1,227	1,680	1,199	931	664	317
Hotel and catering		66	1,078	3,623	233	821	528	1,848	426	262	103	572
Repair of consumer goods and vehicles		67	363	1,235	142	292	128	437	378	54	20	52
Distribution, hotels and catering, repairs	6		11,703	16,847	2,778	4,185	2,995	5,835	3,832	1,703	1,181	1,134
Transport		71-77	5,575	7,575	1,714	2,437	2,315	1,233	1,590	535	561	398
Telecommunications		79	1,030	2,637	560	782	742	484	629	451	140	655
Transport and communication	7		6,605	10,212	2,274	3,219	3,057	1,717	2,219	986	701	1,053
Insurance, banking, finance and business services	8		4,112	11,690	1,514	2,463	3,164	2,871	3,192	525	963	281
Public administration and defence		91-94	13,330	21,184	3,388	5,731	2,914	8,755	3,784	565	1,965	910
Medical and other health services		95	1,922	2,743	447	481	807	989	466	105	629	182
Other services nes		96-99,00	1,863	3,556	1,084	691	603	756	1,506	285	206	106
Other services	9		17,115	27,483	4,919	6,903	4,324	10,500	5,756	955	2,800	1,198
All production industries	1-4		108,093	162,836	35,572	47,501	41,194	34,735	39,406	11,175	10,136	5,292
All manufacturing industries	2-4		103,366	152,535	34,207	42,962	39,865	32,768	36,940	9,941	7,691	5,021
All service industries	6-9		39,535	66,232	11,485	16,770	13,540	20,923	14,999	4,169	5,645	3,666
ALL INDUSTRIES AND SERVICES	0-9		158,388	242,218	50,492	67,351	58,326	58,600	57,941	16,427	17,667	9,156

PR Provisional Revised. P Provisional.
* First estimates as at 1 May 1992; final figures are expected to be higher than this. The total for Great Britain is projected to be about 18,600 in April.
+Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the August 1991 edition of Employment Gazette (p 450-454).

VACANCIES 3.1 UK vacancies at jobcentres *: seasonally adjusted

THOUSAND

UNITED KINGDOM		UNFILLED VACANCIES Level	Change since previous month	Average change over 3 months ended	INFLOW Level	Average change over 3 months ended	OUTFLOW Level	Average change over 3 months ended	of which PLACINGS Level	Average change over 3 months ended
1987	)	235.4	–	–	226.4	–	222.3	–	159.5	
1988	) Annual	248.7	–	–	231.2	–	232.8	–	159.1	
1989	) averages	219.5	–	–	226.1	–	229.2	–	158.4	
1990	)	173.7	–	–	201.2	–	207.4	–	147.0	
1991	)	118.0	–	–	171.2	–	172.4	–	126.6	
1990	Apr	197.1	.7	-1.0	215.3	1.4	218.8	2.6	152.0	1.5
	May	193.9	-3.2	-1.1	213.7	-2.0	217.6	-1.6	151.1	-1.4
	June	184.3	-9.6	-4.0	202.2	-5.3	210.7	-3.2	146.6	-2.5
	July	171.9	-12.4	-8.4	198.2	-5.7	211.6	-2.4	148.9	-1.0
	Aug	166.3	-5.6	-9.2	195.8	-6.0	202.4	-5.1	145.0	-2.0
	Sept	159.4	-6.9	-8.3	193.8	-2.8	201.8	-3.0	145.2	-.5
	Oct	145.5	-13.9	-8.8	186.6	-3.9	202.4	-3.1	147.0	-.6
	Nov	138.2	-7.3	-9.4	182.5	-4.4	192.6	-3.3	140.5	-1.5
	Dec	133.5	-4.7	-8.6	177.4	-5.5	177.5	-8.1	130.7	-4.8
1991	Jan	143.6	10.1	-.6	198.2	3.9	185.1	-5.8	133.1	-4.6
	Feb	143.6	.0	1.8	161.1	-7.1	159.8	-10.9	115.9	-8.2
	Mar	141.5	-2.1	2.7	168.8	-2.9	172.7	-1.6	127.2	-1.2
	Apr	121.8	-19.7	-7.3	182.5	-5.2	200.3	5.1	149.0	5.3
	May	109.3	-12.5	-11.4	180.7	6.5	198.8	13.0	148.1	10.7
	June	101.5	-7.8	-13.3	165.6	-1.1	172.5	-1	126.9	-.1
	July	104.0	2.5	-5.9	166.8	-5.2	164.5	-11.9	123.4	-8.5
	Aug	106.6	2.6	-.9	165.6	-5.0	163.4	-11.8	119.8	-9.4
	Sept	106.5	-.1	1.7	166.5	.3	168.2	-1.4	122.6	-1.4
	Oct	103.5	-3.0	-.1	167.6	0.8	172.0	2.9	125.3	0.7
	Nov	109.7	6.2	1.0	161.9	-1.3	154.0	-3.1	112.5	-2.4
	Dec	123.9	14.2	5.8	169.8	1.1	157.5	-3.6	115.6	-2.3
1992	Jan	122.0	-1.9	6.2	181.5	4.6	180.9	3.0	129.3	1.3
	Feb	124.3	2.4	4.9	158.1	-1.3	154.0	0.0	110.9	-0.5
	Mar	127.5	3.2	1.2	171.9	0.7	170.2	4.2	122.2	2.2
	Apr	119.6	-7.9	-0.8	168.9	-4.2	173.7	-2.4	124.2	-1.7

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/3 week month.
* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are availble back to 1980. For further details, see the October 1985 *Employment Gazette*, p 143.

VACANCIES 3.2 Regions: vacancies remaining unfilled at jobcentres *: seasonally adjusted

THOUSAND

		South East	Greater London +	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1990	Apr	57.5	18.3	6.5	16.0	17.0	11.2	13.0	23.0	12.3	13.3	22.8	192.5	4.6	197.1
	May	55.0	17.5	6.4	15.4	16.7	10.9	12.8	22.7	12.5	13.7	22.8	188.9	5.0	193.9
	June	50.0	15.8	5.9	15.0	15.8	10.9	12.5	21.7	12.1	13.1	22.3	179.2	5.1	184.3
	July	45.1	14.6	4.9	13.6	14.8	10.5	11.9	20.4	11.5	12.4	22.3	167.2	4.7	171.9
	Aug	42.9	13.7	4.6	13.1	14.1	10.1	11.5	20.3	10.8	11.8	22.4	161.6	4.7	166.3
	Sept	40.0	12.6	4.3	12.7	13.3	10.0	11.5	19.6	9.9	11.6	21.9	154.8	4.6	159.4
	Oct	32.6	8.1	3.9	11.7	11.6	9.3	10.5	19.4	9.1	11.2	21.8	140.9	4.6	145.5
	Nov	33.5	9.0	3.6	11.1	10.6	8.8	10.1	18.3	8.7	10.4	18.7	133.7	4.5	138.2
	Dec	33.0	9.3	3.8	11.3	10.4	8.7	9.3	18.0	7.7	10.5	18.6	129.2	4.3	133.5
1991	Jan	34.4	9.9	3.9	12.4	11.2	8.7	10.1	19.8	8.9	10.8	19.1	139.3	4.3	143.6
	Feb	33.3	9.9	3.8	13.3	10.2	8.1	9.3	19.8	8.2	10.6	22.6	139.4	4.2	143.6
	Mar	33.7	10.4	3.8	13.0	10.1	7.5	8.9	18.6	7.9	10.1	23.9	137.4	4.1	141.5
	Apr	28.9	9.4	3.5	10.0	8.3	7.0	8.3	16.8	6.9	8.9	19.3	117.9	3.9	121.8
	May	25.9	8.5	2.9	8.4	7.9	6.6	7.9	14.8	5.9	7.2	17.7	105.2	4.1	109.3
	June	23.1	7.1	2.7	7.1	7.9	6.0	7.1	13.8	5.4	6.8	17.2	97.3	4.2	101.5
	July	25.9	8.0	2.7	7.9	7.5	6.3	7.2	14.4	5.3	6.5	16.2	99.8	4.2	104.0
	Aug	28.1	8.3	2.8	8.5	7.6	6.6	7.0	14.3	5.6	6.4	15.6	102.4	4.2	106.6
	Sept	28.6	8.0	2.7	8.4	6.9	6.7	6.7	14.0	6.0	6.4	15.9	102.2	4.3	106.5
	Oct	23.6	4.4	2.8	9.2	6.1	7.0	7.0	13.3	6.1	7.1	17.3	99.6	3.9	103.5
	Nov	27.1	6.2	3.1	9.6	6.0	6.9	7.2	13.9	6.8	7.9	17.4	105.9	3.8	109.7
	Dec	32.8	8.2	3.8	10.5	8.1	7.6	8.0	16.0	6.6	9.1	17.3	119.7	3.8	123.9
1992	Jan	33.3	9.4	3.7	10.0	7.7	7.1	7.9	15.4	6.7	8.4	17.9	118.0	4.0	122.0
	Feb	33.5	9.2	4.0	10.5	7.9	7.4	8.1	15.4	6.5	8.6	18.7	120.5	3.8	124.3
	Mar	34.4	9.1	4.0	10.5	8.6	8.1	8.2	15.0	6.3	9.1	19.0	123.3	4.2	127.5
	Apr	31.1	8.7	3.6	8.5	8.1	7.3	7.8	14.6	5.6	9.2	19.9	115.7	3.9	119.6

* See footnote to *table 3.1*.
+ Included in South East.

3.3 VACANCIES
Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

		South East	*Greater London* *	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at Jobcentres: total +															
1987	)	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988	) Annual	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989	) averages	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990	)	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1991	)	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.9
1991	Apr	27.4	8.7	3.4	11.3	7.6	6.8	7.7	16.5	7.1	8.7	19.4	116.0	3.0	119.0
	May	28.6	8.7	3.2	11.2	7.7	7.0	8.1	15.5	6.5	8.0	18.5	114.3	3.2	117.5
	June	29.6	8.2	3.6	10.9	8.3	6.7	8.1	15.3	6.7	8.6	18.8	116.6	3.5	120.1
	July	28.4	7.7	3.2	9.4	7.3	6.3	7.1	14.1	6.1	7.7	17.1	106.8	3.1	109.9
	Aug	28.3	7.2	3.1	8.9	7.0	6.5	7.3	14.4	5.9	7.2	16.3	104.7	2.9	107.7
	Sept	33.8	9.2	3.7	10.2	8.8	8.2	8.5	17.2	6.7	8.0	18.6	123.9	3.3	127.2
	Oct	34.3	9.3	3.8	10.3	9.3	8.7	9.1	17.1	6.9	8.0	19.6	127.0	2.9	129.9
	Nov	30.6	8.3	3.3	8.8	8.0	7.6	8.0	15.5	6.5	7.6	18.2	114.2	2.9	117.0
	Dec	26.7	7.3	2.9	7.2	7.1	6.6	6.8	13.5	5.4	7.0	15.9	99.0	2.8	101.7
1992	Jan	24.2	7.0	2.6	6.6	6.3	5.8	6.3	12.4	5.0	6.6	14.4	90.1	2.6	92.7
	Feb	25.6	7.0	2.9	7.3	6.4	6.1	6.6	12.7	5.4	7.1	15.8	95.8	2.7	98.5
	Mar	27.6	7.2	3.1	8.6	6.8	6.9	6.9	13.1	5.5	7.8	16.9	103.3	2.9	106.3
	Apr	29.7	8.1	3.5	9.8	7.4	7.1	7.3	14.3	5.9	9.0	20.1	114.0	3.0	117.0
Vacancies at careers offices															
1987	)	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988	) Annual	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989	) averages	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990	)	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.8	0.6	17.6
1991	)	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1991	Apr	3.2	1.7	0.4	0.5	1.5	0.4	0.7	0.9	0.3	0.1	0.7	8.8	0.3	9.1
	May	3.7	2.0	0.5	0.6	1.5	0.5	0.8	1.1	0.3	0.2	0.8	9.9	0.3	10.2
	June	4.9	2.5	0.4	0.6	1.5	0.6	0.7	1.0	0.4	0.2	0.9	11.2	0.3	11.5
	July	4.5	2.4	0.4	0.6	1.5	0.5	0.7	0.8	0.3	0.2	0.8	10.2	0.3	10.5
	Aug	3.9	2.2	0.3	0.5	1.5	0.4	0.6	0.8	0.3	0.1	0.7	9.1	0.2	9.3
	Sept	3.8	2.1	0.3	0.5	1.4	0.4	0.6	0.8	0.4	0.1	0.6	8.8	0.3	9.1
	Oct	2.6	1.3	0.3	0.4	1.3	0.4	0.5	0.6	0.3	0.1	0.6	7.2	0.3	7.5
	Nov	2.2	1.3	0.3	0.4	1.2	0.2	0.4	0.5	0.2	0.1	0.6	6.1	0.3	7.4
	Dec	2.1	1.3	0.2	0.3	1.1	0.2	0.3	0.5	0.2	0.1	0.4	5.4	0.3	5.7
1992	Jan	2.0	1.1	0.1	0.4	1.1	0.2	0.3	0.5	0.2	0.1	0.5	5.3	0.3	5.6
	Feb	2.1	1.2	0.2	0.3	0.9	0.2	0.3	0.5	0.3	0.1	0.4	5.4	0.3	5.7
	Mar	2.0	1.1	0.3	0.3	1.4	0.2	0.4	0.5	0.3	0.1	0.6	6.1	0.3	6.4
	Apr	2.0	0.9	0.3	0.4	1.4	0.2	0.5	0.5	0.3	0.1	0.5	6.2	0.3	6.5

Note: About one-third of all vacancies nationally are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include come for adults. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. Because of possible duplication and also due to a difference between the timing of the two counts, the two series should not be added together.
* Included in South East.
\+ Excluding vacancies on government programmes. See note to *table 3.1*.

INDUSTRIAL DISPUTES 4.1
Stoppages of work

Stoppages in progress: industry

United Kingdom	12 months to March 1991			12 months to March 1992		
SIC 1980	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	2	100	#	-	-	-
Coal extraction	71	9,300	49,000	29	7,200	23,000
Coke, mineral oil and natural gas	4	16,600	35,000	-	-	-
Electricity, gas, other energy and water	2	1,000	4,000	3	2,400	4,000
Metal processing and manufacture	6	1,100	6,000	4	300	2,000
Mineral processing and manufacture	11	2,600	13,000	4	400	3,000
Chemicals and man-made fibres	6	700	1,000	1	100	#
Metal goods nes	11	1,600	15,000	9	900	17,000
Engineering	43	11,200	66,000	39	16,600	124,000
Motor vehicles	35	30,300	101,000	11	2,700	4,000
Other transport equipment	15	12,000	50,000	18	17,600	49,000
Food, drink and tobacco	12	5,100	50,000	6	11,300	23,000
Textiles	3	200	2,000	1	100	#
Footwear and clothing	5	1,300	2,000	6	1,300	2,000
Timber and wooden furniture	1	+	#	2	100	#
Paper, printing and publishing	4	400	2,000	9	600	3,000
Other manufacturing industries	9	2,300	18,000	2	100	2,000
Construction	13	6,500	17,000	16	3,800	8,000
Distribution, hotels and catering, repairs	9	2,100	14,000	5	500	4,000
Transport services and communication	101	41,900	147,000	28	9,400	53,000
Supporting and misc. transport services	3	500	2,000	1	200	#
Banking, finance, insurance, business services and leasing	2	1,000	1,000	5	4,600	8,000
Public administration, education and health services	168	112,400	241,000	121	85,200	332,000
Other services	8	500	7,000	23	5,900	69,000
All industries and services	542 *	260,600	843,000	343 *	171,200	731,000

* Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.
\+ Less than 50 workers involved.
\# Less then 500 working days lost.

Stoppages: March 1992

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	32	10,900	28,000
of which, stoppages:			
Beginning in month	21	10,300 *	18,000
Continuing from earlier months	11	600 **	10,000

* Includes 9,700 directly involved.
** Includes 100 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1992 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to March 1992		
	Stoppagers	Workers involved	Working days lost
Pay_wage-rates and earnings levels	123	55,100	306,000
_extra-wage and fringe benefits	8	12,100	13,000
Duration and pattern of hours worked	14	4,900	15,000
Redundancy questions	64	55,700	234,000
Trade union matters	10	1,300	3,000
Working conditions and supervision	35	19,400	65,000
Manning and work allocation	60	14,200	41,000
Dismissal and other disciplinary measures	29	8,600	55,000
All causes	343	171,200	731,000

Prominent stoppages in quarter ending March 31 1992

Industry and location	Date when stoppage: Began in quarter	Ended	Number of workers involved +: Directly	Indirectly	Number of working days lost	Cause or object
Metal goods n.e.s.						
Merseyside	23.04.91	10.01.92	100	-	45	For pay increase (Total days lost 11,000)
Electrical Engineering						
Greater Manchester	22.11.91	12.02.92	1,300	-	12,000	Redundancy
Other transport equipment						
Antrim	28.01.92	11.02.92	1,200	-	6,000	Disciplinary action for refusal to work
Public administration,education						
Greater London	08.04.91	cont'g	6,800	-	2,000	Against removal of security screens (Total days lost 30,000)
Avon	22.04.91	cont'g	500	-	2,000	Against removal of security screens (Total days lost 8,000)
Central London	06.06.91	cont'g	1,700	-	2,000	Over assault on member of staff (Total days lost 10,000)
Strathclyde	16.09.91	05.02.92	4,400	-	10,000	Over suspension of colleagues (Total days lost 30,000)
Strathclyde	10.10.91	27.01.92	5,900	-	4,000	Over Pay Increase (Total days lost 8,000)
Greater London	02.01.92	14.02.92	400	-	6,000	Redundancies
Various areas South East	31.01.92	31.01.92	11,000	-	11,000	Support of London Weighting claim
Other services						
London	28.05.91	cont'g	2,800	-	13,000	Over National pay agreement (Total days lost 45,000)

\+ The figures shown are the highest number of workers involved during the quarter.

4.2 INDUSTRIAL DISPUTES *
Stoppages of work: summary

United Kingdom		Number of stoppages: Beginning in period	Number of stoppages: In progress in period	Number of workers (Thou): Beginning involvement in period in any dispute	Number of workers (Thou): All involvement in period	Working days lost in all stoppages in progess in period (Thou): All industries and services	Working days lost in all stoppages in progess in period (Thou): All manufacturing industries
1986		1,053	1,074	538	720	1,920	1,069
1987		1,004	1,016	884	887	3,546	595
1988		770	781	759	790	3,702	1,639
1989		693	701	727	727	4,128	751
1990		620	630	285	298	1,903	1,072
1991		357	369	175	176	761	222
1990	Mar	66	95	19	49	236	127
	Apr	53	71	53	57	112	66
	May	53	71	23	28	131	97
	Jun	57	73	20	32	150	75
	Jul	55	67	16	19	55	20
	Aug	55	69	25	26	67	10
	Sep	41	59	15	16	35	10
	Oct	61	77	18	19	54	13
	Nov	41	62	18	20	65	12
	Dec	27	45	9	12	40	5
1991	Jan	20	32	7	8	44	7
	Feb	27	37	14	16	36	6
	Mar	34	46	40	41	55	6
	Apr	44	54	12	38	105	14
	May	48	65	20	22	105	51
	Jun	30	50	7	11	53	33
	Jul	37	57	10	12	57	14
	Aug	28	46	10	12	64	13
	Sep	29	40	11	13	78	34
	Oct	27	42	17	21	84	25
	Nov	18	38	12	15	46	5
	Dec	15	29	15	17	34	14
1992	Jan	20	34	18	22	56	14
	Feb	16	30	3	5	21	9
	Mar	21	32	10	11	28	3

Working days lost in all stoppages in progress in period by industry

United Kingdom SIC 1980		Coal, coke, mineral oil and natural gas (11-14)	Metal manufacture and metal goods n.e.s. (21,22,31)	Engineering (32-34,37)	Motor vehicles (35)	Other transport equipment (36)	Textiles, footware and clothing (43-45)	All other manufacturing industries (23-26,41, 42,44,46-49)	Construction (50)	Transport and com-munication (71-79)	All other man-ufacturing industries and services (01-03,15-17, 61-67,81-85, 91-99 and 00)
1986		143	152	225	108	411	38	136	33	190	486
1987		217	36	197	158	67	50	88	22	1,705	1,007
1988		222	47	76	530	803	90	93	17	1,490	335
1989		52	37	204	134	279	16	80	128	625	2573
1990		94	31	92	490	340	24	95	14	177	545
1991		29	21	111	4	44	1	40	14	60	436
1990	Mar	13	9	13	48	33	17	6	4	26	66
	Apr	4	8	18	12	18	1	9	1	7	33
	May	2	5	15	42	15	19	25	7		
	Jun	5	2	3	38	3	1	29	1	60	9
	Jul	9	1	3	1	6	1	9	13	12	
	Aug	36	1	1	1	2	1	4	1	6	16
	Sep	5	-	5	3	-	1	1	1	18	
	Oct	5	-	4	5	-	3	9	27		
	Nov	6	-	9	2	-	1	5	16	25	
	Dec	3	-	5	-	-	4	28			
1991	Jan	5	1	2	-	-	-	4	4	2	27
	Feb	4	1	2	-	-	-	3	-	4	22
	Mar	1	2	-	1	-	-	3	3	2	43
	Apr	-	1	6	-	4	-	2	2	2	88
	May	2	4	19	-	27	-	1	-	32	20
	Jun	-	3	23	1	5	-	1	1	4	16
	Jul	1	3	9	1	-	-	-	1	13	28
	Aug	12	2	2	-	1	-	7	-	-	38
	Sep	1	2	27	-	-	-	6	4	-	39
	Oct	4	1	17	-	6	-	1	-	-	54
	Nov	-	-	2	-	-	-	2	-	1	40
	Dec	-	1	2	-	-	-	10	-	-	21
1992	Jan	1	1	10	-	2	-	1	-	1	40
	Feb	-	-	4	1	3	-	-	-	-	12
	Mar	2	-	2	-	-	1	-	-	-	22

* See 'Definitions' page at the end of Labour Market Data section for notes of coverage. The figures for 1992 are provisional.

EARNINGS 5·1
Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC=1980 1988=100	Whole economy (Divisions 0-9) Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*	Manufacturing industries (Divisions 2-4) Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*	Production industries (Divisions 1-4) Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*	Service industries (Divisions 6-9) Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*
1988) Annual averages	100·0				100·0				100·0				100·0			
1989)	109·1				108·7				109·1				108·9			
1990)	119·7				118·9				119·4				119·4			
1991)	129·3				128·7				129·7				128·5			
1988 Jan	95·4	96·1			95·8	96·6			95·8	96·5			95·4	96·3		
Feb	95·5	96·7			95·6	96·3			95·3	96·0			96·0	97·1		
Mar	98·3	97·5			98·0	97·7			97·8	97·8			98·6	97·4		
Apr	97·8	97·9			98·8	98·0			98·9	98·2			97·3	97·6		
May	98·4	98·6			99·3	98·9			99·5	99·2			98·0	98·2		
June	99·8	99·3			100·6	99·5			100·4	99·5			99·6	99·2		
July	101·3	100·2			101·1	99·9			101·3	100·1			101·3	100·4		
Aug	100·3	100·9			99·5	100·9			99·9	100·9			100·5	100·8		
Sept	100·9	101·5			100·2	101·3			100·5	101·5			100·6	101·4		
Oct	101·7	102·6			101·8	102·6			101·9	102·7			101·2	102·3		
Nov	103·7	103·5			103·6	103·5			103·7	103·4			103·6	103·5		
Dec	106·9	105·2			105·5	104·4			105·3	104·3			107·9	105·6		
1989 Jan	104·2	105·0	9·3	9	104·2	105·1	8·8	8 ¾	104·2	105·0	8·8	8 ¾	104·2	105·2	9·2	9
Feb	104·6	105·9	9·5	9 ¼	105·0	105·8	9·9	8 ½	104·9	105·8	10·2	8 ¾	104·4	105·7	8·9	9 ¼
Mar	107·3	106·5	9·2	9 ½	105·7	105·4	7·9	8 ¾	106·0	106·0	8·4	8 ¾	107·8	106·5	9·3	9 ½
Apr	107·3	107·4	9·7	9 ¼	107·8	106·9	9·1	8 ½	107·9	107·2	9·2	8 ¾	107·1	107·4	10·0	9 ¼
May	107·5	107·7	9·2	9	108·0	107·6	8·8	8 ¾	108·1	107·8	8·7	8 ¾	107·2	107·3	9·3	9
June	109·1	108·4	9·2	8 ¾	109·4	108·2	8·7	8 ½	109·6	108·6	9·1	8 ¾	108·5	108·1	9·0	8 ½
July	110·3	109·1	8·9	8 ¾	110·3	109·1	9·2	8 ½	110·8	109·5	9·4	9	109·7	108·8	8·4	8 ¼
Aug	109·1	109·6	8·6	8 ¾	108·3	109·8	8·8	8 ¾	109·2	110·3	9·3	9 ¼	108·7	109·0	8·1	8 ½
Sept	110·7	111·3	9·7	9	109·5	110·7	9·3	8 ¾	109·8	110·9	9·3	9	110·4	111·2	9·7	8 ¾
Oct	111·7	112·6	9·7	9 ¼	110·6	111·5	8·7	9	111·0	111·8	8·9	9 ¼	111·6	112·9	10·4	9
Nov	113·2	112·9	9·1	9 ¼	112·2	112·1	8·3	8 ¾	112·9	112·5	8·8	9	112·7	112·5	8·7	9 ¼
Dec	114·7	112·9	7·3	9 ¼	113·8	112·7	8·0	8 ½	114·3	113·3	8·6	9	114·3	111·9	6·0	9
1990 Jan	113·8	114·7	9·2	9 ½	112·7	113·6	8·1	8 ¾	113·2	114·1	8·7	9 ¼	113·9	115·0	9·3	9 ¼
Feb	114·0	115·4	9·0	9 ½	113·9	114·7	8·4	9 ¼	114·3	115·1	8·8	9 ½	113·7	115·0	8·8	9 ¼
Mar	117·4	116·5	9·4	9 ½	116·8	116·5	10·5	9 ½	117·0	117·0	10·4	9 ¾	117·2	115·8	8·7	9 ¼
Apr	117·3	117·5	9·4	9 ¾	117·2	116·2	8·7	9 ½	117·4	116·6	8·8	9 ¾	116·9	117·2	9·1	9 ½
May	118·5	118·8	10·3	9 ¾	117·9	117·5	9·2	9 ¼	118·2	117·8	9·3	9 ¾	118·6	118·8	10·7	9 ¾
June	120·5	119·9	10·6	10	120·1	118·8	9·8	9 ½	120·7	119·7	10·2	9 ¾	119·8	119·4	10·5	10
July	121·2	120·0	10·0	10 ¼	120·8	119·5	9·5	9 ½	121·3	119·9	9·5	10	120·5	119·5	9·8	10
Aug	120·9	121·6	10·9	10	118·8	120·5	9·7	9 ½	119·7	120·9	9·6	9 ¾	121·1	121·5	11·5	10
Sept	121·3	122·0	9·6	10	120·2	121·6	9·8	9 ½	121·0	122·1	10·1	9 ¾	120·6	121·5	9·3	10
Oct	121·7	122·7	9·0	9 ¾	120·8	121·7	9·1	9 ¼	121·6	122·4	9·5	9 ¾	120·9	122·2	8·2	9 ¾
Nov	123·8	123·5	9·4	9 ¾	123·0	122·9	9·6	9 ½	123·7	123·3	9·6	9 ¾	123·0	122·8	9·2	9 ¾
Dec	126·3	124·2	10·0	9 ¾	125·1	123·8	9·8	9 ½	125·2	124·1	9·5	9 ¾	126·3	123·7	10·5	9 ½
1991 Jan	124·3	125·2	9·2	9 ½	123·4	124·4	9·5	9 ¼	124·3	125·2	9·7	9 ½	123·8	125·0	8·7	9 ½
Feb	124·7	126·2	9·4	9 ¼	124·3	125·1	9·1	8 ¾	125·2	126·1	9·6	9	123·8	125·3	9·0	9
Mar	127·5	126·5	8·6	9	126·1	125·8	8·0	8 ½	126·8	126·9	8·5	9	127·6	126·1	8·9	8 ¾
Apr	127·4	127·5	8·5	8 ¾	128·0	126·9	9·2	8 ½	128·6	127·7	9·5	9	126·1	126·4	7·8	8 ¼
May	128·1	128·4	8·1	8 ½	127·7	127·3	8·3	8 ¾	129·2	128·9	9·4	9	127·1	127·3	7·2	8
Jun	129·2	128·5	7·2	8	129·7	128·3	8·0	8 ¼	130·3	129·2	7·9	8 ¾	127·9	127·4	6·7	7 ½
Jul	130·5	129·1	7·6	7 ¾	130·0	128·5	7·5	8 ¼	130·8	129·3	7·8	8 ½	129·5	128·5	7·5	7 ½
Aug	130·8	131·5	8·1	7 ¾	128·7	130·6	8·4	8	130·2	131·4	8·7	8 ¼	130·4	130·8	7·7	7 ½
Sep	130·8	131·7	8·0	7 ¾	129·2	130·6	7·4	8	130·9	132·1	8·2	8 ½	130·1	131·1	7·9	7 ½
Oct	130·9	132·0	7·6	7 ½	130·8	131·8	8·3	8	131·7	132·6	8·3	8 ½	129·8	131·3	7·4	7 ¼
Nov	133·3	133·0	7·7	7 ½	132·6	132·4	7·7	8	133·8	133·4	8·2	8 ¼	132·7	132·5	7·9	7 ¼
Dec	134·5	132·3	6·5	7 ¼	134·1	132·7	7·2	7 ¾	134·8	133·7	7·7	8	133·6	130·8	5·7	7
1992 Jan	133·0	134·0	7·0	7 ¼	132·7	133·8	7·6	7 ¾	133·9	134·9	7·7	7 ¾	132·3	133·5	6·8	7
Feb	134·0	135·7	7·5	7 ½	134·0	134·9	7·8	8 ¼	135·0	136·1	7·9	8 ¼	133·3	134·9	7·7	7 ¼
Mar P	138·2	137·2	8·5	7 ½	139·2	138·9	10·4	8 ¼	140·1	140·1	10·4	8 ¼	137·0	135·4	7·4	7

Note: (1) The seasonal adjustment factors currently used are based on data up to April 1991.
(2) Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.
* For a note on the underlying rate of change see Stats Update on page 316 of this *Employment Gazette*.

5·3 EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agriculture and forestry *	Coal and coke	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34, 37)	(35)	(36)	(31)	(41,42)
1988)	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1989) Annual	108·0	113·3	110·3	109·8	107·2	109·4	109·0	109·8	109·5	109·9	112·7	107·9	109·3
1990) averages	120·0	125·0	126·7	121·6	115·5	119·1	122·6	119·3	119·3	119·5	125·6	117·5	121·7
1991)	132·1	141·9	140·4	134·2	122·8	125·9	134·0	130·2	129·5	129·1	136·2	124·7	134·6
1988 Jan	90·1	94·3	97·3	95·3	97·3	95·6	94·5	95·8	96·5	93·6	98·6	96·2	96·4
Feb	89·2	86·0	95·2	94·7	91·1	96·8	95·7	97·3	97·1	83·7	98·9	96·8	95·0
Mar	91·8	97·1	96·0	94·9	91·6	97·9	95·3	98·3	99·5	101·7	100·3	96·9	95·6
April	95·5	104·4	97·0	98·4	107·1	98·2	98·2	98·7	98·3	98·6	98·9	98·6	99·3
May	95·2	98·5	100·5	101·2	93·8	99·8	98·7	99·3	99·0	100·4	99·0	99·8	100·5
June	97·9	97·8	96·2	100·3	97·7	100·6	100·9	99·3	100·2	105·2	94·9	100·2	101·3
July	100·8	103·4	101·1	102·8	111·2	100·5	98·4	100·9	100·2	104·0	97·0	101·7	100·1
Aug	109·4	101·8	100·0	103·7	101·3	99·0	99·2	99·3	99·5	100·7	95·4	99·3	98·8
Sept	114·2	103·7	99·0	101·6	96·4	101·0	99·0	99·9	100·4	100·2	100·6	100·8	100·2
Oct	116·3	104·8	101·4	102·4	111·5	101·4	99·8	101·8	101·6	100·5	102·0	101·4	101·6
Nov	98·6	104·5	109·1	102·7	97·0	102·6	108·2	104·0	102·6	105·5	103·9	105·6	104·6
Dec	101·3	103·8	107·6	101·6	104·5	106·6	111·9	105·6	105·1	106·2	110·8	102·6	106·8
1989 Jan	96·4	106·7	106·6	100·7	107·9	104·8	102·5	104·9	105·0	105·2	108·1	104·6	104·2
Feb	95·2	107·2	104·0	101·8	99·8	106·6	104·8	106·8	105·5	107·1	108·2	105·9	102·7
Mar	98·5	111·0	104·0	106·6	99·6	105·5	103·7	107·1	107·2	109·3	112·2	103·9	104·9
Apr	102·1	112·3	105·9	105·4	116·3	107·3	107·0	108·4	108·3	106·8	111·7	106·5	111·6
May	103·6	109·5	110·4	107·3	102·6	110·6	108·1	108·9	107·8	109·4	111·5	107·4	109·6
June	103·2	110·6	107·3	109·8	102·2	111·2	108·8	110·6	109·7	110·8	116·1	107·7	108·7
July	110·5	112·5	114·7	114·7	121·7	109·9	107·3	110·6	110·5	111·8	114·4	110·1	110·6
Aug	119·5	115·6	111·0	118·3	101·2	108·7	109·6	109·1	109·6	107·8	111·3	107·5	108·9
Sept	126·3	115·1	110·0	110·9	103·0	111·1	108·5	110·2	110·7	108·7	112·9	109·2	110·2
Oct	120·4	117·2	110·1	113·0	118·6	110·8	109·6	111·6	112·0	110·1	114·3	109·5	110·9
Nov	111·6	122·2	120·5	114·9	104·2	112·6	117·5	113·2	113·5	112·2	115·5	111·3	113·4
Dec	108·3	119·6	118·9	114·4	109·6	114·2	120·8	115·6	113·6	119·4	115·7	110·8	115·9
1990 Jan	104·3	124·7	123·1	112·6	111·5	112·6	115·7	114·4	113·5	109·3	115·3	112·7	112·7
Feb	103·8	124·5	118·2	113·3	104·9	114·4	117·2	116·2	115·4	109·4	118·1	113·3	114·1
Mar	108·1	124·5	120·4	114·8	107·9	115·7	117·7	118·9	118·4	122·8	123·8	115·5	115·4
Apr	110·8	124·2	121·6	116·3	121·2	117·9	120·2	116·9	116·2	122·0	121·7	116·1	120·5
May	110·6	121·7	123·3	118·7	109·4	119·3	120·9	118·4	117·9	118·4	125·3	117·0	122·3
June	122·6	123·1	125·3	126·5	119·8	121·4	123·4	119·9	119·2	122·3	127·7	118·8	123·9
July	124·9	122·5	130·7	124·3	131·8	121·8	121·9	121·5	119·9	121·3	127·3	119·0	124·3
Aug	133·3	125·9	129·2	127·2	112·6	118·3	122·7	118·2	119·0	119·4	127·3	118·0	122·2
Sept	139·3	125·9	130·8	125·8	114·7	119·6	122·0	120·0	121·2	119·1	127·3	118·9	123·7
Oct	136·0	128·3	130·4	126·9	122·0	120·5	122·3	120·7	122·1	121·5	127·9	118·9	122·9
Nov	126·5	131·1	131·4	126·8	113·0	122·6	130·2	122·3	123·5	124·0	132·1	121·4	127·3
Dec	120·1	123·7	135·8	125·4	117·7	124·8	136·9	124·7	124·7	125·0	132·8	120·6	130·9
1991 Jan	118·7	137·8	139·6	125·7	123·2	122·3	126·3	124·2	123·6	124·5	135·0	119·9	127·0
Feb	122·0	141·0	131·5	127·8	114·9	121·9	129·7	126·6	125·3	124·8	132·4	121·8	128·4
Mar	120·9	142·7	136·0	126·4	116·9	122·2	135·4	127·8	127·3	124·9	135·7	122·0	131·3
Apr	129·9	139·3	140·0	127·8	127·2	123·7	129·9	129·1	127·1	139·4	139·2	122·6	135·5
May	126·4	140·6	140·8	140·9	119·5	125·8	130·7	129·2	129·4	126·7	133·2	123·9	135·9
Jun	127·1	142·2	141·7	129·0	119·8	128·0	131·6	131·6	132·1	131·2	135·5	124·4	135·5
Jul	134·4	139·7	145·1	133·4	128·6	127·5	132·4	131·0	131·0	131·3	136·0	127·4	134·5
Aug	160·4	141·5	140·8	140·8	125·9	126·5	134·6	130·5	129·3	124·9	136·2	124·3	134·3
Sep	147·6	140·7	140·4	146·1	120·8	127·2	135·5	130·6	129·6	127·0	135·3	126·7	134·7
Oct	137·6	141·8	141·1	136·2	130·1	127·3	136·8	132·6	131·7	129·1	139·8	125·9	135·0
Nov	130·4	152·7	141·1	139·1	121·8	128·5	140·6	134·5	133·0	131·5	139·0	128·0	141·3
Dec	129·7	142·8	146·5	137·6	125·2	130·2	144·5	135·1	134·6	134·3	137·6	129·4	141·5
1992 Jan	126·6	156·2	142·1	136·5	130·1	128·0	138·7	134·7	134·6	133·8	139·4	129·2	137·8
Feb	121·4	155·7	143·4	137·1	124·2	129·3	138·9	136·0	134·9	137·8	140·3	130·6	139·6
Mar P	124·7	158·9	155·8	138·0	126·4	131·4	150·6	140·7	140·3	141·8	143·9	134·7	149·8

* England and Wales only.
Note: Figures for the years 1985 to 1989 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.

EARNINGS 5·3
Average earnings index: all employees: by industry (not seasonally adjusted)

Textiles	Leather, footwear and clothing		Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication ‡	Banking, finance insurance and business services	Public administration	Education and health services	Other services ††	Whole economy	
(43)	(44,45)		(47)	(46,48, 49)	(50)	(61,62, 64,65, 67)	(66)	(71,72, 75–77,79)	(81–82, 83pt.– 84pt.)	(91–92pt.)	(93,95)	(92pt. 94,96pt. 97,98pt.)		SIC 1980 CLASS
96·3	97·5		95·5	96·5	93·9	96·1	95·1	96·6	96·8	97·2	93·5	95·9	95·5	Feb
98·7	100·0		98·0	98·5	98·7	100·1	97·0	97·8	100·0	98·3	97·1	96·3	98·3	Mar
98·6	100·6		97·7	96·7	96·7	98·2	97·6	99·3	98·7	96·6	94·1	96·8	97·8	April
98·9	100·1		99·7	99·7	96·9	99·2	99·1	98·9	98·8	97·9	94·5	99·0	98·4	May
101·7	101·6		102·2	101·5	100·4	100·5	99·8	98·7	100·3	98·6	99·0	100·6	99·8	June
102·6	101·0		101·3	102·5	101·7	99·7	100·2	100·4	100·9	101·6	103·6	102·2	101·3	July
99·8	100·6		101·3	100·2	99·0	99·9	99·7	100·2	99·6	100·2	102·8	100·2	100·3	Aug
100·6	99·3		102·1	101·1	102·1	101·0	100·5	102·2	98·6	100·5	101·1	101·4	100·9	Sept
101·3	100·2		102·4	101·9	103·4	101·2	102·4	102·3	98·6	103·4	100·8	100·9	101·7	Oct
103·5	101·0		102·6	102·5	106·1	102·1	103·1	103·2	106·1	105·9	101·8	101·1	103·7	Nov
101·6	101·5		102·4	104·1	107·8	106·3	109·9	102·8	106·0	104·3	118·7	106·6	106·9	Dec
102·4	104·0		101·6	102·9	104·7	104·7	103·7	102·7	105·0	104·7	102·8	107·8	104·2	1989 Jan
103·1	104·7		101·6	107·2	106·0	105·0	103·6	103·0	105·1	105·9	102·7	104·7	104·6	Feb
102·0	106·6		103·5	105·0	111·2	109·5	106·5	103·8	114·7	106·2	103·2	106·8	107·3	Mar
104·7	105·3		104·9	104·9	108·3	109·4	104·6	106·7	108·3	106·0	104·4	107·7	107·3	April
107·2	107·1		105·8	106·7	108·6	107·6	106·2	106·0	107·3	106·6	107·8	107·6	107·5	May
107·7	108·4		107·7	109·5	112·8	109·2	106·8	105·8	108·5	106·9	110·3	112·2	109·1	June
109·6	108·8		107·2	109·1	112·3	108·1	106·6	109·1	111·5	106·8	111·7	114·2	110·3	July
107·8	106·2		106·8	107·6	109·3	107·5	107·5	107·2	108·0	106·3	113·8	110·5	109·1	Aug
108·7	107·8		108·8	109·4	114·0	110·1	108·0	107·6	107·5	110·7	114·6	114·1	110·7	Sept
109·3	108·5		107·7	108·2	113·9	108·4	108·9	117·1	109·5	114·6	110·8	114·4	111·7	Oct
112·7	109·0		108·3	110·4	119·0	109·1	111·1	111·9	115·6	115·9	110·6	116·7	113·2	Nov
110·6	109·2		109·3	111·2	121·5	114·3	117·6	110·6	118·1	115·1	110·2	118·6	114·7	Dec
111·7	112·3		108·6	111·9	118·0	111·7	112·2	114·7	116·2	114·7	111·7	117·7	113·8	1990 Jan
112·1	112·5		108·7	115·7	117·7	112·8	111·6	112·1	115·4	116·5	110·3	118·6	114·0	Feb
115·0	113·8		111·4	116·3	123·2	117·6	114·1	114·2	124·3	116·6	111·7	118·5	117·4	Mar
114·1	113·3		111·5	115·0	122·5	117·1	115·4	115·6	119·4	115·7	113·8	124·0	117·3	Apr
117·5	116·1		112·1	115·7	121·6	117·0	119·3	116·3	120·3	118·2	120·2	119·3	118·5	May
119·9	116·4		114·3	118·0	126·1	117·7	118·3	120·7	121·7	121·0	118·0	122·0	120·5	June
118·9	116·9		114·5	118·3	126·8	117·7	118·2	120·9	122·8	120·8	119·9	125·4	121·2	July
118·4	115·1		114·7	116·4	123·2	117·5	120·1	117·8	119·5	124·4	125·4	124·9	120·9	Aug
120·0	116·8		116·5	119·3	125·1	118·4	120·0	118·6	119·5	123·4	122·0	124·2	121·3	Sept
119·7	117·1		115·8	118·8	127·0	117·7	120·0	119·6	120·6	126·3	120·6	122·9	121·7	Oct
122·1	118·6		116·7	121·1	131·3	117·8	121·9	122·1	126·6	125·7	121·6	127·3	123·8	Nov
121·4	120·6		117·1	123·4	132·6	123·8	129·6	133·1	128·3	125·2	121·3	129·7	126·3	Dec
120·8	119·1		117·0	120·3	129·7	120·1	123·6	125·1	126·5	125·7	122·3	125·8	124·3	1991 Jan
121·9	120·1		116·1	122·8	130·8	120·8	124·3	124·8	123·7	126·5	122·6	128·5	124·7	Feb
123·1	121·9		118·0	122·9	131·9	125·5	124·3	125·8	134·9	126·9	123·5	130·7	127·5	Mar
124·5	122·6		119·1	123·7	133·4	124·3	125·0	126·5	126·8	125·7	126·4	129·7	127·4	Apr
126·7	123·6		120·1	125·6	132·1	124·8	127·6	126·8	127·6	127·5	127·9	130·6	128·1	May
129·7	125·8		122·5	127·9	137·4	125·8	129·8	125·7	129·4	126·9	129·1	132·3	129·2	Jun
132·9	124·8		123·4	127·2	137·0	125·5	128·7	127·8	129·0	131·7	133·9	130·8	130·5	Jul
130·6	123·3		122·9	125·4	132·5	124·8	132·1	130·6	128·3	131·1	136·3	133·2	133·3	Aug
129·7	123·9		124·0	126·8	134·8	125·1	129·6	133·7	127·5	133·7	131·8	133·4	130·8	Sept
131·6	125·5		123·5	128·1	135·5	123·6	129·6	131·7	128·3	136·0	130·0	135·6	130·9	Oct
132·0	126·7		125·5	129·3	137·8	128·4	131·8	133·2	135·2	134·5	131·4	138·2	133·4	Nov
133·9	126·6		127·2	132·1	142·4	128·1	138·6	131·9	135·7	134·2	134·1	142·1	134·5	Dec
133·2	126·3		124·6	128·7	136·9	126·5	132·7	132·4	134·2	134·1	133·2	137·6	133·0	1992 Jan
135·1	127·9		124·8	129·3	138·5	128·5	132·6	133·1	135·9	134·9	133·1	139·0	134·0	Feb
138·4	128·1		128·5	138·0	143·1	133·8	134·8	134·4	144·4	136·5	134·9	139·0	138·2	Mar P

‡ Excluding sea transport.
†† Excluding private domestic and personal services.

5·4 EARNINGS AND HOURS
Average earnings and hours: manual employees: by industry †

UNITED KINGDOM October SIC 1980 Class	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										£
1985	180·15	172·96	187·19	167·86	160·26	170·94	174·76	156·56	173·18	140·50
1986	198·21	184·98	201·37	176·15	167·36	184·09	186·36	168·16	186·47	148·48
1987	219·89	198·94	215·84	192·92	179·27	210·58	197·89	184·19	197·82	162·93
1988	238·17	216·29	234·67	212·22	196·04	226·97	213·22	197·33	211·36	170·37
1989	253·44	229·61	255·71	229·02	217·18	247·11	231·45	212·40	229·59	181·36
1990	265·23	248·83	279·94	245·92	228·76	263·70	262·23	228·41	251·04	196·51
1991 †	279·02	261·77	294·50	258·71	240·66	277·41	275·87	240·29	264·09	206·73
Hours worked										
1985	41·9	45·3	42·7	43·0	42·3	40·4	42·1	42·9	45·1	44·2
1986	41·8	45·1	42·9	42·3	41·8	40·2	41·8	42·8	44·9	43·7
1987	42·8	45·3	43·3	43·6	42·6	41·8	42·3	43·6	45·0	44·5
1988	42·8	45·4	43·4	44·2	42·7	42·3	43·3	43·6	45·1	43·4
1989	42·7	45·0	43·6	43·8	43·3	42·3	42·8	43·3	45·0	42·8
1990	41·6	44·1	43·0	42·8	41·4	41·2	42·6	43·0	44·7	42·5
1991 †	..	..	..	..	..	..	..	..	..	..
Hourly earnings										pence
1985	429·6	382·2	438·5	390·6	379·2	422·8	414·8	364·9	383·7	317·9
1986	473·6	410·5	469·1	416·1	400·6	457·8	445·9	392·6	415·7	340·0
1987	513·7	439·3	498·3	442·1	420·8	503·5	467·9	422·8	439·2	366·3
1988	556·2	476·4	541·3	479·7	459·5	536·8	492·6	452·7	468·3	392·7
1989	594·0	509·8	586·1	523·4	501·3	584·0	541·3	490·5	509·9	424·1
1990	638·2	563·7	651·7	574·6	552·1	639·8	616·3	531·6	561·7	462·7
1991 †	..	..	..	..	..	..	..	..	..	..
FEMALE (full-time on adult rates)										
Weekly earnings										£
1985	111·45	106·43	118·44	118·10	109·74	126·39	126·63	105·55	114·20	89·52
1986	113·84	112·92	130·58	125·38	117·27	140·86	127·86	115·19	123·21	94·47
1987	124·44	121·14	137·88	131·67	127·08	155·14	138·76	123·99	130·64	102·13
1988	137·36	131·60	147·87	147·78	139·18	174·17	151·51	133·24	144·28	110·05
1989	144·26	139·90	164·11	159·79	148·50	197·97	166·95	145·28	156·58	117·87
1990	152·48	152·88	177·25	171·79	162·56	207·23	177·75	155·76	167·98	128·36
1991 †	162·70	163·12	189·13	183·30	173·45	221·11	189·66	166·20	179·23	136·96
Hours worked										
1985	38·5	38·4	38·5	39·0	38·6	38·1	38·2	38·1	38·7	37·9
1986	38·9	38·1	39·1	38·8	38·9	38·0	38·9	38·7	39·0	37·6
1987	39·0	38·8	39·1	39·4	39·0	39·0	39·4	39·3	38·7	37·8
1988	39·4	38·8	39·8	40·0	39·6	40·8	39·6	39·4	39·7	37·8
1989	39·6	38·8	40·0	39·7	39·5	40·5	39·0	39·0	40·1	37·4
1990	39·2	38·1	39·2	38·8	39·5	39·1	38·2	39·2	39·0	37·0
1991 †	..	..	..	..	..	..	..	..	..	..
Hourly earnings										pence
1985	289·2	277·0	308·0	302·9	284·3	331·6	331·2	277·3	295·0	235·9
1986	293·0	296·1	333·9	323·0	301·5	370·9	328·3	297·3	316·1	251·4
1987	319·2	312·4	352·5	334·4	326·0	397·9	352·3	315·8	337·7	270·1
1988	348·8	339·0	371·5	369·6	351·5	427·4	383·0	338·5	363·5	291·0
1989	364·2	360·6	410·6	402·6	375·6	489·0	427·7	372·5	390·0	315·3
1990	389·4	401·7	452·7	443·3	411·9	529·7	465·6	397·6	430·3	346·5
1991 †	..	..	..	..	..	..	..	..	..	..
ALL (full-time on adult rates)										
Weekly earnings										£
1985	177·90	165·23	174·30	165·16	142·68	167·87	172·71	145·58	156·17	118·15
1986	195·68	175·69	187·43	173·36	148·97	181·07	183·24	157·31	168·55	124·66
1987	216·75	189·58	201·11	189·24	159·36	206·97	195·23	172·10	178·69	135·89
1988	234·83	205·75	217·86	207·98	174·46	223·16	210·12	184·24	192·27	143·59
1989	250·12	218·09	237·12	224·52	190·97	243·88	228·53	197·81	209·25	153·67
1990	261·78	236·72	260·62	241·39	205·28	259·82	258·80	212·59	227·61	167·59
1991 †	275·65	249·27	274·43	254·18	216·16	273·59	272·52	223·86	239·67	176·47
Hours worked										
1985	41·8	44·5	41·9	42·8	41·0	40·3	42·0	41·9	43·3	41·5
1986	41·8	44·2	42·2	42·1	40·7	40·1	41·6	42·0	43·2	41·0
1987	42·7	44·5	42·5	43·4	41·2	41·6	42·2	42·7	43·2	41·5
1988	42·7	44·6	42·7	44·0	41·5	42·2	43·1	42·7	43·6	40·9
1989	42·6	44·2	42·9	43·5	41·9	42·2	42·6	42·4	43·7	40·4
1990	41·5	43·4	42·2	42·6	40·7	41·1	42·4	42·1	43·1	40·2
1991 †	..	..	..	..	..	..	..	..	..	..
Hourly earnings										pence
1985	425·4	371·6	416·0	386·2	348·1	416·9	411·6	347·8	360·8	285·0
1986	468·6	397·8	444·4	411·4	365·8	452·0	440·0	374·6	390·2	304·2
1987	507·8	426·0	473·0	436·2	386·5	497·1	463·1	403·1	413·3	327·4
1988	549·9	461·5	510·6	473·1	420·4	529·1	487·5	431·2	441·2	351·0
1989	587·5	493·0	552·9	516·2	456·0	578·0	536·6	466·9	479·2	380·2
1990	631·0	545·7	617·0	567·3	503·9	632·6	610·8	504·5	528·1	417·2
1991 †	..	..	..	..	..	..	..	..	..	..

† 1991 figures are explained in more detail in an article in the April 1992 issue of *Employment Gazette* pp 202–210. Previous articles can be found in the April 1991, May 1990, April 1989, April 1988, and March 1988 issues, and in February issues for earlier years.

EARNING AND HOURS 5·4
Average earnings and hours: manual employees: by industry †

SIC 1980 Class	Leather, footwear and clothing (44–45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	All manufacturing industries (21–49)	Electricity, gas, other energy and water supply (15–17)	Construction (50)	Transport and communication * (71–72, 75–77,79)	All industries covered
MALE (full-time on adult rates)									
Weekly earnings									£
1985	129·72	154·00	214·42	162·57	170·58	193·34	160·37	..	..
1986	134·81	163·40	235·17	177·70	182·25	208·70	171·25	..	..
1987	142·55	174·76	253·77	190·88	197·92	222·22	180·62	..	..
1988	153·01	186·54	269·67	207·04	213·59	237·16	200·01	..	..
1989	166·76	193·08	284·81	219·21	229·87	262·63	220·12	..	..
1990	180·71	208·11	301·03	235·83	247·15	295·57	239·46	..	..
1991 †	190·11	218·93	316·68	248·09	260·00	310·94	251·91	..	..
Hours worked									
1985	42·0	44·1	42·4	43·4	43·0	41·1	44·0	..	..
1986	41·7	43·6	42·1	43·4	42·7	41·3	44·0	..	..
1987	42·0	44·4	43·0	43·7	43·5	41·4	44·1	..	..
1988	41·5	43·8	42·9	43·7	43·6	41·7	44·6	..	..
1989	41·4	42·4	42·9	43·3	43·4	41·9	45·2	..	..
1990	41·5	42·5	41·7	42·4	42·6	42·0	44·9	..	..
1991 †	..	..	..	..	..	..	..	..	..
Hourly earnings									pence
1985	309·0	348·9	506·1	374·5	397·1	470·0	364·8	..	..
1986	323·6	374·7	558·6	409·6	426·8	504·9	389·3	..	..
1987	339·7	393·9	590·7	436·3	455·1	536·3	409·4	..	..
1988	368·4	425·4	628·1	473·6	489·6	568·1	448·3	..	..
1989	403·1	455·7	663·6	506·8	529·6	627·1	487·4	..	..
1990	435·5	489·5	721·4	556·0	580·0	704·3	533·1	..	..
1991 †	..	..	..	..	..	..	..	..	..
FEMALE (full-time on adult rates)									
Weekly earnings									£
1985	85·22	113·18	129·16	98·23	103·21	124·17	95·86	..	..
1986	89·55	121·09	139·81	107·39	110·48	157·49	98·55	..	..
1987	96·51	128·43	152·00	113·63	118·79	163·79	104·68	..	..
1988	102·63	137·79	163·55	123·37	128·82	183·91	107·21	..	..
1989	112·31	145·85	179·34	129·52	139·93	188·28	123·40	..	..
1990	120·34	157·59	194·17	142·26	150·44	209·22	138·96	..	..
1991 †	128·40	168·15	207·18	151·79	160·52	223·24	148·27	..	..
Hours worked									
1985	37·1	38·7	38·5	38·6	38·1	36·9	38·3	..	..
1986	38·8	38·4	38·7	38·5	38·1	39·4	37·8	..	..
1987	37·2	39·1	39·2	38·7	38·4	38·6	38·0	..	..
1988	37·0	39·2	39·5	39·3	38·7	39·4	38·4	..	..
1989	36·9	38·1	39·8	38·4	38·6	38·6	39·7	..	..
1990	36·9	38·0	39·6	38·3	38·3	37·3	39·2	..	..
1991 †	..	..	..	..	..	..	..	..	..
Hourly earnings									pence
1985	229·9	292·4	335·9	254·5	271·0	336·4	250·4	..	..
1986	243·3	315·5	361·3	278·8	289·7	399·4	260·8	..	..
1987	259·8	328·3	387·7	293·7	309·5	424·7	275·8	..	..
1988	277·7	351·9	414·3	313·7	332·8	466·8	279·5	..	..
1989	304·3	383·1	451·0	337·1	362·1	484·8	310·7	..	..
1990	326·6	414·9	490·2	371·4	393·2	561·6	354·2	..	..
1991 †	..	..	..	..	..	..	..	..	..
ALL (full-time on adult rates)									
Weekly earnings									£
1985	95·10	149·83	198·21	145·72	155·04	192·65	160·11	181·06	160·39
1986	99·31	159·09	215·74	161·91	164·74	208·03	170·99	193·47	171·02
1987	106·78	170·20	233·61	171·85	178·54	221·48	180·30	206·73	184·10
1988	113·66	181·70	247·94	187·21	192·55	236·44	199·61	218·52	198·57
1989	124·62	188·29	262·12	196·60	207·53	261·48	219·74	233·30	214·47
1990	133·91	202·37	279·30	212·93	223·75	294·48	239·06	251·11	231·85
1991 †	141·01	213·10	294·10	224·22	235·61	310·09	251·73	264·42	244·14
Hours worked									
1985	38·2	43·6	41·6	42·2	41·8	41·1	43·9	46·4	42·8
1986	37·9	43·1	41·4	42·3	41·6	41·3	44·0	47·0	42·7
1987	38·2	43·8	42·2	42·5	42·2	41·4	44·1	47·0	43·1
1988	38·0	43·4	42·2	42·7	42·4	41·7	44·6	48·3	43·5
1989	37·9	41·9	42·2	42·0	42·2	41·8	45·1	48·0	43·4
1990	37·9	42·0	41·3	41·4	41·6	41·9	44·9	47·7	42·9
1991 †	..	..	..	..	..	..	..	..	..
Hourly earnings									pence
1985	249·2	343·8	476·2	345·7	370·6	468·9	364·4	390·0	374·7
1986	262·4	369·4	521·0	382·9	396·1	503·6	388·8	411·3	400·6
1987	279·3	388·2	553·3	404·4	422·7	535·0	409·0	439·5	426·7
1988	299·4	418·8	587·2	438·7	454·1	566·8	447·7	452·5	456·3
1989	328·7	449·0	620·6	467·7	491·6	625·0	486·7	485·9	493·9
1990	353·4	481·8	676·3	514·2	538·4	702·7	532·5	526·9	540·4
1991 †	..	..	..	..	..	..	..	..	..

* Except sea transport.

5·5 EARNINGS
Index of average earnings: non-manual workers

GREAT BRITAIN April of each year / April 1970=100	Manufacturing industries † Weights	1984	1985	1986	1987	1988	1989	1990	1991
FULL-TIME ADULTS *									
Men	689	604·5	657·5	724·7	776·8	854·3	939·4	1032·0	1113·6
Women	311	743·9	807·2	869·4	947·0	1039·4	1162·5	1287·5	1421·1
Men and women	1,000	627·3	682·0	748·4	804·6	883·7	975·9	1073·8	1163·9

* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence. Adjusted for change in classification of non-manual employees due to adoption of Standard Occupational Classification from 1991.
† Adjusted for change in Standard Industrial Classification from 1983.

EARNINGS 5·5
Index of average earnings: non-manual workers

	All industries and services Weights	1984	1985	1986	1987	1988	1989	1990	1991
FULL-TIME ADULTS *									
Men	575	604·4	650·1	708·2	770·7	853·4	937·8	1027·7	1113·2
Women	425	697·5	750·9	818·8	883·9	988·1	1097·4	1212·9	1343·9
Men and women	1,000	629·6	677·4	738·1	801·3	889·8	981·0	1077·7	1175·6

Source: New Earnings Survey.
Note: These series were published in *Employment Gazette* as Table 124 until September 1980 and are described in detail in articles in the issues of May 1972 (pp 431–434) and January 1976 (page 19).

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: full-time manual and non-manual employees on adult rates

GREAT BRITAIN	MANUFACTURING INDUSTRIES *					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
April of each year	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
ADULTS										
Manual occupations										
1984	141·0	146·8	43·5	3·37	3·28	139·0	143·0	43·5	3·29	3·20
1985	153·5	159·2	43·7	3·64	3·51	149·1	153·0	43·7	3·51	3·40
1986	163·9	168·6	43·7	3·88	3·75	159·5	163·2	43·6	3·75	3·63
1987	175·2	181·1	43·8	4·13	3·99	169·4	173·5	43·8	3·98	3·85
1988	188·7	195·5	44·3	4·41	4·24	182·2	187·2	44·2	4·25	4·11
1989	204·1	212·1	44·5	4·76	4·58	203·2	203·2	44·4	4·59	4·44
1990 †	223·3	231·1	44·3	5·20	5·00	216·2	221·2	44·3	5·01	4·84
	223·9	231·9	44·3	5·22	5·03	218·2	223·3	44·4	5·04	4·87
1991	232·7	241·9	42·9	5·62	5·44	230·2	236·2	43·6	5·43	5·27
Non-manual occupations										
1984	184·1	186·1	38·7	4·73	4·71	170·5	172·2	37·6	4·49	4·47
1985	200·0	201·5	38·8	5·11	5·08	182·9	184·6	37·7	4·79	4·76
1986	220·3	221·6	38·7	5·61	5·58	199·1	200·9	37·7	5·22	5·19
1987	235·7	237·6	38·8	5·99	5·97	215·0	217·4	37·8	5·63	5·60
1988	258·4	260·3	38·9	6·52	6·49	237·9	240·7	37·9	6·22	6·19
1989	284·3	286·5	39·0	7·19	7·17	261·9	264·9	37·9	6·89	6·83
1990 †	313·3	315·1	38·9	7·89	7·86	288·4	291·2	37·9	7·51	7·49
	305·1	307·6	39·4	7·61	7·59	284·3	287·3	38·0	7·38	7·36
1991	330·0	333·5	38·9	8·39	8·38	309·1	312·5	37·8	8·10	8·09
All occupations										
1984	155·2	160·8	41·9	3·81	3·75	155·8	159·3	40·3	3·90	3·87
1985	169·2	174·7	41·9	4·12	4·05	167·4	171·0	40·4	4·17	4·13
1986	183·1	188·6	41·9	4·44	4·38	181·2	184·7	40·4	4·51	4·47
1987	196·0	202·0	42·0	4·74	4·68	194·9	198·9	40·4	4·85	4·81
1988	212·7	219·4	42·3	5·09	5·02	213·6	218·4	40·6	5·29	5·26
1989	231·7	239·5	42·5	5·55	5·48	234·3	239·7	40·7	5·81	5·79
1990	255·1	262·8	42·4	6·09	6·01	258·0	263·1	40·5	6·37	6·34
1991	271·3	280·7	41·3	6·69	6·62	278·9	284·7	40·0	7·00	6·98
MEN										
Manual occupations										
1984	153·6	158·9	44·4	3·58	3·49	148·8	152·7	44·3	3·45	3·36
1985	167·5	172·6	44·6	3·87	3·74	159·8	163·6	44·5	3·68	3·57
1986	178·4	183·4	44·5	4·12	3·99	170·9	174·4	44·5	3·93	3·81
1987	191·2	195·9	44·7	4·38	4·24	182·0	185·5	44·6	4·17	4·04
1988	206·8	212·3	45·2	4·69	4·52	196·3	200·6	45·0	4·46	4·32
1989	223·8	230·6	45·5	5·06	4·89	212·9	217·8	45·3	4·81	4·66
1990 †	243·7	250·0	45·2	5·51	5·32	233·1	237·2	45·2	5·25	5·09
	245·1	251·4	45·3	5·55	5·36	235·4	239·5	45·4	5·28	5·12
1991	254·5	261·8	43·7	5·98	5·80	248·4	253·1	44·4	5·70	5·54
Non-manual occupations										
1984	211·7	213·5	39·3	5·38	5·37	207·3	209·0	38·5	5·37	5·36
1985	230·7	232·0	39·3	5·82	5·81	223·5	225·0	38·6	5·75	5·73
1986	254·4	255·7	39·3	6·41	6·40	243·4	244·9	38·6	6·27	6·26
1987	271·9	273·7	39·4	6·84	6·84	263·9	265·9	38·7	6·80	6·79
1988	299·1	300·5	39·4	7·45	7·44	292·1	294·1	38·7	7·49	7·48
1989	329·6	331·5	39·6	8·22	8·23	321·3	323·6	38·8	8·23	8·24
1990 †	362·3	364·1	39·6	9·03	9·04	352·9	354·9	38·7	9·02	9·02
	348·2	351·0	40·1	8·57	8·59	344·0	346·4	38·9	8·72	8·74
1991	375·5	379·2	39·5	9·43	9·45	372·8	375·7	38·7	9·55	9·56
All occupations										
1984	171·2	176·8	42·8	4·10	4·06	174·3	178·8	41·7	4·23	4·21
1985	187·2	192·6	42·9	4·44	4·39	187·9	192·4	41·9	4·53	4·50
1986	202·3	207·8	42·9	4·79	4·74	203·4	207·5	41·8	4·89	4·87
1987	217·0	222·3	43·0	5·11	5·07	219·4	224·0	41·9	5·27	5·26
1988	236·3	242·3	43·3	5·50	5·44	240·6	245·8	42·1	5·74	5·73
1989	257·3	264·6	43·6	5·98	5·94	263·5	269·5	42·3	6·28	6·29
1990	282·2	289·2	43·4	6·55	6·50	290·2	295·6	42·2	6·88	6·89
1991	299·5	308·1	42·1	7·20	7·15	312·9	318·9	41·5	7·55	7·57
WOMEN										
Manual occupations										
1984	91·9	96·0	39·9	2·41	2·38	90·8	93·5	39·4	2·38	2·35
1985	100·1	104·5	40·0	2·62	2·57	98·2	101·3	39·5	2·57	2·53
1986	107·0	111·6	40·0	2·79	2·75	104·5	107·5	39·5	2·73	2·69
1987	113·8	119·6	40·3	2·97	2·92	111·4	115·3	39·7	2·92	2·87
1988	121·2	127·9	40·5	3·16	3·10	118·8	123·6	39·8	3·11	3·06
1989	131·2	138·2	40·4	3·42	3·35	129·7	134·9	39·9	3·39	3·33
1990 †	145·2	152·8	40·5	3·77	3·69	142·2	148·0	39·8	3·72	3·66
	145·2	152·8	40·5	3·77	3·69	142·4	148·4	40·0	3·71	3·65
1991	152·8	162·1	40·0	4·06	3·98	152·5	159·2	39·7	4·01	3·95
Non-manual occupations										
1984	115·8	117·2	37·4	3·11	3·09	123·0	124·3	36·5	3·34	3·33
1985	125·5	126·8	37·4	3·37	3·35	132·4	133·8	36·6	3·59	3·58
1986	135·8	136·7	37·4	3·63	3·61	144·3	145·7	36·7	3·91	3·89
1987	147·7	149·1	37·5	3·92	3·89	155·4	157·2	36·8	4·18	4·16
1988	161·6	163·3	37·6	4·30	4·28	172·9	175·5	36·9	4·68	4·65
1989	181·3	182·8	37·6	4·82	4·80	192·5	195·0	36·9	5·22	5·20
1990 †	201·6	202·8	37·6	5·31	5·29	213·0	215·5	36·9	5·76	5·73
	199·7	201·2	37·7	5·25	5·23	211·7	214·3	36·9	5·72	5·70
1991	219·3	221·8	37·6	5·86	5·83	233·8	236·8	36·8	6·38	6·36
All occupations										
1984	101·7	105·5	38·8	2·71	2·69	114·9	117·2	37·2	3·10	3·09
1985	110·6	114·7	38·8	2·94	2·92	123·9	126·4	37·3	3·34	3·32
1986	119·2	123·2	38·8	3·16	3·13	134·7	137·2	37·3	3·63	3·61
1987	128·2	133·4	39·0	3·39	3·36	144·9	148·1	37·5	3·88	3·86
1988	138·4	144·3	39·2	3·66	3·62	160·1	164·2	37·6	4·31	4·29
1989	152·7	159·1	39·1	4·04	4·00	178·1	182·3	37·6	4·80	4·78
1990	170·3	177·1	39·1	4·48	4·44	197·0	201·5	37·5	5·30	5·28
1991	184·2	192·9	38·8	4·94	4·91	217·2	222·4	37·4	5·91	5·89

* Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications.
† Manual and non-manual results for 1983-1989 inclusive and the first row of figures for 1990 are based on the List of Key Occupations for Statistical Purposes (KOS). Results for 1991 and the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See the "Technical Note" on page 610 of the November 1991 issue of the Employment Gazette.

LABOUR COSTS 5·7
All employees: main industrial sectors and selected industries

GREAT BRITAIN / SIC 1980		Total labour costs * (pence per hour)	Percentage shares of labour costs *					
			Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services	All other labour costs †
Manufacturing	1975	161·68	88·1	6·5	0·6	3·9	1·1	-0·2
	1978	244·54	84·3	8·5	0·5	4·8	1·3	0·6
	1981	394·34	82·1	9·0	2·1	5·2	1·3	0·3
	1984	509·80	84·0	7·4	1·3	5·3	1·3	0·7
	1985	555·90	84·4	6·9	1·6	5·1	1·2	0·8
	1986	597·20	84·2	6·8	2·2	4·7	1·2	0·8
	1987	641·20	84·8	6·9	1·8	4·5	1·2	0·8
	1988	692·35	85·2	7·0	1·6	4·2	1·1	0·9
	1989	751·50	85·3	7·1	1·4	4·2	1·1	0·9
	1990	827·00	84·8	7·0	2·0	4·2	1·1	0·9
Energy (excl. coal) and water supply**	1975	217·22	82·9	6·0	0·6	8·5	1·2	0·8
	1978	324·00	78·2	6·9	0·4	12·2	1·3	1·0
	1981	595·10	75·8	7·0	1·9	13·1	1·3	0·9
	1984	811·41	77·7	5·5	1·9	12·1	1·8	1·1
	1985	847·50	78·4	5·5	2·6	10·7	1·7	1·1
	1986	919·90	75·8	5·3	7·1	9·1	1·6	1·1
	1987	924·80	79·5	5·6	3·8	8·3	1·6	1·2
	1988	937·89	81·9	6·2	1·6	7·4	1·7	1·3
	1989	1,029·20	82·0	6·2	1·5	7·4	1·7	1·2
	1990	1,147·50	81·9	6·2	1·5	7·4	1·7	1·3
Construction	1975	156·95	90·2	6·3	0·2	1·7	0·7	0·9
	1978	222·46	86·8	9·1	0·2	2·3	0·8	0·8
	1981	357·43	85·0	9·9	0·6	2·8	0·8	0·9
	1984	475·64	86·0	7·7	0·6	4·1	0·6	1·1
	1985	504·70	86·4	7·7	0·5	3·8	0·6	1·0
	1986	535·90	86·5	7·6	0·7	3·5	0·6	1·0
	1987	566·70	87·1	7·6	0·5	3·3	0·6	0·9
	1988	616·86	87·6	7·6	0·4	3·0	0·6	0·9
	1989	688·90	87·7	7·6	0·3	3·0	0·6	0·8
	1990	769·70	87·5	7·6	0·5	3·0	0·6	0·8
Distribution	1974	96·54	87·9	6·3	0·2	2·9	1·3	1·4
	1978	192·32	85·1	8·6	0·2	4·3	1·2	0·6
	1981	310·76	83·8	9·2	0·5	4·7	1·1	0·7
	1984	423·07	83·8	7·2	0·3	6·9	1·2	0·6
	1985	444·90	84·7	6·9	0·5	6·2	1·2	0·6
	1986	463·50	85·2	6·8	0·7	5·4	1·2	0·7
	1987	483·10	86·0	6·7	0·7	4·7	1·2	0·7
	1988	511·32	86·8	6·8	0·6	3·9	1·2	0·7
	1989	554·80	86·9	6·8	0·4	3·9	1·2	0·8
	1990	599·10	86·9	6·9	0·4	3·9	1·2	0·7
Banking, finance and insurance	1974	180·86	73·5	4·3	0·2	15·8	2·0	4·2
	1978	345·65	72·3	6·3	0·1	15·1	5·2	1·0
	1981	581·58	70·3	6·5	0·4	14·7	7·2	0·9
	1984	729·71	73·1	5·3	0·5	13·8	6·2	1·1
	1985	788·78	73·7	5·3	0·9	12·6	6·2	1·3
	1986	864·86	74·4	5·4	1·2	11·4	6·2	1·4
	1987	944·27	75·8	5·6	0·7	10·2	6·2	1·5
	1988	1,011·49	77·1	5·7	0·6	8·8	6·2	1·6
	1989	1,117·50	76·7	5·7	0·9	8·8	6·2	1·8
	1990	1,198·90	77·1	5·7	0·5	8·8	6·2	1·7

* *Source:* Department of Employment. See report on labour cost surveys in the September 1990 issue of *Employment Gazette*, p 431-437.
† Employers' liability insurance, benefits in kind, training (excluding wages and salaries element) *less* government contributions (high government contributions in 1975 produced a negative figure for manufacturing).
** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.
‡ *Source:* Central Statistical Office (using national accounts data); quarterly data are seasonally adjusted.

5·8 UNIT WAGE COSTS*
All employees: index for main industrial sectors

UNITED KINGDOM SIC 1980 1985 = 100		Manufacturing	Manufacturing: Per cent change from a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	Whole economy: Per cent change from a year earlier
	1980	80·1	22·3	102·4	86·1	80·4	85·0	76·1	22·7
	1981	87·5	9·3	107·3	91·8	92·4	91·8	83·4	9·6
	1982	91·2	4·2	107·1	94·0	90·4	93·4	87·4	4·8
	1983	91·7	0·5	101·1	92·5	91·7	92·3	89·8	2·7
	1984	94·5	3·1	87·1	95·7	95·8	95·7	95·0	5·8
	1985	100·0	5·8	100·0	100·0	100·0	100·0	100·0	5·3
	1986	104·0	4·0	99·5	103·6	103·6	103·7	105·2	5·2
	1987	105·9	1·8	101·0	106·9	108·9	107·1	110·2	4·8
	1988	108·6	2·5	108·9	110·9	116·4	112·3	118·4	7·4
	1989	113·6	4·6	129·6	120·9	135·1	..	129·8	9·6
	1990	123·4	8·6	141·0	132·4	148·0	..	142·5	9·8
	1991	133·5	8·2	147·2	140·2	158·6	..	153·4	7·6
	1986 Q1	104·9	8·3	..	..	..	..	103·7	5·9
	Q2	104·0	5·8	..	..	..	..	104·7	6·2
	Q3	104·0	3·0	..	..	..	..	105·7	4·4
	Q4	103·1	-·7	..	..	..	..	106·6	4·3
	1987 Q1	105·8	·9	..	..	..	..	107·7	3·9
	Q2	105·4	1·3	..	..	..	..	109·4	4·5
	Q3	105·5	1·4	..	..	..	..	110·5	4·5
	Q4	106·9	3·7	..	..	..	..	113·3	6·3
	1988 Q1	107·9	2·0	..	..	..	..	115·0	6·8
	Q2	108·8	3·2	..	..	..	..	117·0	6·9
	Q3	108·2	2·6	..	..	..	..	119·4	8·1
	Q4	109·4	2·3	..	..	..	..	122·3	7·9
	1989 Q1	110·4	2·3	..	..	..	..	125·4	9·0
	Q2	112·4	3·3	..	..	..	..	128·6	9·9
	Q3	114·5	5·8	..	..	..	..	131·0	9·7
	Q4	117·0	6·9	..	..	..	..	134·3	9·8
	1990 Q1	119·0	7·8	..	..	..	..	137·4	9·6
	Q2	120·2	6·9	..	..	..	..	140·8	9·5
	Q3	124·7	8·9	..	..	..	..	144·7	10·5
	Q4	129·5	10·7	..	..	..	..	147·4	9·8
	1991 Q1	131·7	10·7	..	..	..	..	150·5	9·5
	Q2	132·9	10·6	..	..	..	..	153·1	8·7
	Q3	133·4	7·0	..	..	..	..	154·2	6·6
	Q4	136·1	5·1	..	..	..	..	155·8	5·7
	1992 Q1	137·6	4·5	..	..	..	..	..	..
	1990 Apr	118·4	6·7	..	..	..	..	..	..
	May	119·9	6·4	..	..	..	..	..	..
	June	122·1	7·7	..	..	..	..	..	..
	July	122·7	8·2	..	..	..	..	..	..
	Aug	124·6	9·0	..	..	..	..	..	..
	Sept	126·8	9·5	..	..	..	..	..	..
	Oct	127·9	9·7	..	..	..	..	..	..
	Nov	130·6	11·2	..	..	..	..	..	..
	Dec	130·1	11·3	..	..	..	..	..	..
	1991 Jan	130·5	10·2	..	..	..	..	..	..
	Feb	132·7	11·3	..	..	..	..	..	..
	Mar	132·0	10·5	..	..	..	..	..	..
	Apr	133·1	12·4	..	..	..	..	..	..
	May	132·9	10·8	..	..	..	..	..	..
	Jun	132·7	8·7	..	..	..	..	..	..
	Jul	131·2	6·9	..	..	..	..	..	..
	Aug	134·4	7·9	..	..	..	..	..	..
	Sep	134·5	6·1	..	..	..	..	..	..
	Oct	136·2	6·5	..	..	..	..	..	..
	Nov	136·0	4·1	..	..	..	..	..	..
	Dec	136·2	4·7	..	..	..	..	..	..
	1992 Jan	137·0	5·0	..	..	..	..	..	..
	Feb	136·4	2·8	..	..	..	..	..	..
	Mar	139·5	5·7	..	..	..	..	..	..
Three months ending:	1990 Apr	119·0	7·5	..	..	..	..	..	..
	May	119·3	6·9	..	..	..	..	..	..
	June	120·2	6·9	..	..	..	..	..	..
	July	121·6	7·4	..	..	..	..	..	..
	Aug	123·1	8·3	..	..	..	..	..	..
	Sept	124·7	8·9	..	..	..	..	..	..
	Oct	126·4	9·4	..	..	..	..	..	..
	Nov	128·4	10·1	..	..	..	..	..	..
	Dec	129·5	10·7	..	..	..	..	..	..
	1991 Jan	130·4	10·9	..	..	..	..	..	..
	Feb	131·1	10·9	..	..	..	..	..	..
	Mar	131·7	10·7	..	..	..	..	..	..
	Apr	132·6	11·4	..	..	..	..	..	..
	May	132·7	11·2	..	..	..	..	..	..
	Jun	132·9	10·6	..	..	..	..	..	..
	Jul	132·3	8·8	..	..	..	..	..	..
	Aug	132·8	7·8	..	..	..	..	..	..
	Sep	133·4	7·0	..	..	..	..	..	..
	Oct	135·0	6·8	..	..	..	..	..	..
	Nov	135·6	5·6	..	..	..	..	..	..
	Dec	136·1	5·1	..	..	..	..	..	..
	1992 Jan	136·4	4·6	..	..	..	..	..	..
	Feb	136·5	4·1	..	..	..	..	..	..
	Mar	137·6	4·5	..	..	..	..	..	..

Source: Central Statistical Office.
Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output.
* Wages and salaries per unit of output.

Selected countries: wages per head: manufacturing (manual workers) 5·9

THOUSAND

Indices 1985 = 100

	Great Britain (1) (2)	Belgium (7) (8)	Canada (8)	Denmark (6) (8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2) (5)	Netherlands (4)	Spain (2) (8) (9)	Sweden (6) (8)	United States (8) (10)
Annual averages														
1984	91·7	96	96	95·3	94·6	96	83	92	90·2	97·0	95	90·9	93·0	96
1985	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100·0	100·0	100
1986	107·7	102	103	104·8	104·3	104	113	107	104·8	101·6	102	110·9	107·4	102
1987	116·3	104	106	114·5	107·2	108	124	113	111·6	103·1	103	119·3	114·3	104
1988	126·2	105	111	122·0	110·5	113	146	118	118·4	107·8	104	127·0	123·4	107
1989	137·2	111	117	127·7	114·7	117	176	124	125·6	114·0	106	136·3	135·7	110
1990	150·1	116	123	133·8	119·9	123	210	131	134·7	120·1	109	148·2	148·5	114
1991	162·4	122	130	139·8	..	130	..	..	147·9	124·4	113	..	155·4	117
Quarterly averages														
1989 Q3	138·7	110	117	128·2	115·2	118	176	123	126·6	114·4	106	136·2	136·5	110
Q4	141·5	116	120	129·9	116·4	119	189	124	128·6	115·4	106	141·9	139·2	111
1990 Q1	145·0	113	121	131·0	117·7	119	201	125	131·4	116·7	107	145·8	144·4	112
Q2	148·3	116	123	134·1	119·4	124	207	128	133·6	120·7	109	145·7	149·6	113
Q3	152·1	115	123	134·3	120·6	126	211	129	135·8	118·1	110	147·9	149·1	114
Q4	155·0	120	126	135·9	121·7	126	224	131	137·9	121·8	109	152·7	150·9	115
1991 Q1	157·9	119	129	136·1	123·1	126	..	133	142·0	121·1	111	156·2	152·5	116
Q2	160·9	120	130	140·9	124·4	132	..	135	146·7	125·7	112	158·2	155·1	117
Q3	163·9	121	130	140·7	125·8	133	..	..	150·3	122·5	114	160·0	155·8	118
Q4	167·0	127	132	141·6	..	134	..	..	152·5	125·5	114	..	158·2	119
Monthly														
1990 May	148·3	..	123	134·1	..	..	..	..	134·5	118·0	109	..	149·3	113
Jun	149·9	116	123	134·7	..	..	..	128	134·8	127·0	109	..	149·9	114
Jul	150·8	..	123	136·4	120·6	125	..	..	135·8	118·5	110	..	149·9	114
Aug	152·1	..	123	132·4	..	..	..	..	135·8	116·6	110	..	147·5	113
Sep	153·5	115	124	134·2	..	..	..	129	135·9	119·2	109	..	149·9	115
Oct	153·6	..	125	135·1	121·7	126	..	..	135·9	119·7	109	..	149·3	115
Nov	155·1	..	126	135·1	..	..	..	..	138·7	121·5	109	..	149·9	115
Dec	156·2	120	127	137·6	..	..	..	130	139·0	124·0	109	..	153·5	116
1991 Jan	157·0	..	128	136·1	123·1	126	..	..	141·7	121·0	111	..	151·5	116
Feb	157·9	..	129	135·5	..	..	..	..	142·1	121·4	111	..	152·1	116
Mar	158·8	119	130	136·7	..	..	..	133	142·2	120·9	111	..	153·7	116
Apr	160·1	..	130	139·9	124·4	128	..	..	142·7	121·5	112	..	153·9	116
May	160·7	..	130	141·8	..	..	..	..	148·5	122·7	113	..	156·3	117
Jun	161·9	120	130	140·9	..	..	..	135	148·7	132·8	113	..	154·9	117
Jul	162·2	..	129	143·6	125·8	133	..	..	149·9	120·8	114	..	156·1	118
Aug	164·8	..	129	138·6	..	..	..	..	150·6	124·2	114	..	154·7	117
Sep	164·8	121	131	139·8	..	..	..	..	150·6	122·6	114	..	156·5	118
Oct	166·3	..	132	140·7	..	134	..	..	150·6	123·3	114	..	156·3	118
Nov	167·1	..	132	140·8	..	..	..	..	153·5	124·8	114	..	157·3	119
Dec	167·5	127	133	143·4	..	..	..	..	153·5	128·4	114	..	160·9	119
1992 Jan	168·9	..	134	..	..	..	..	..	155·0	126·7	114	..	..	118
Feb	170·2	..	..	..	..	..	..	..	..	123·4	115	..	..	119

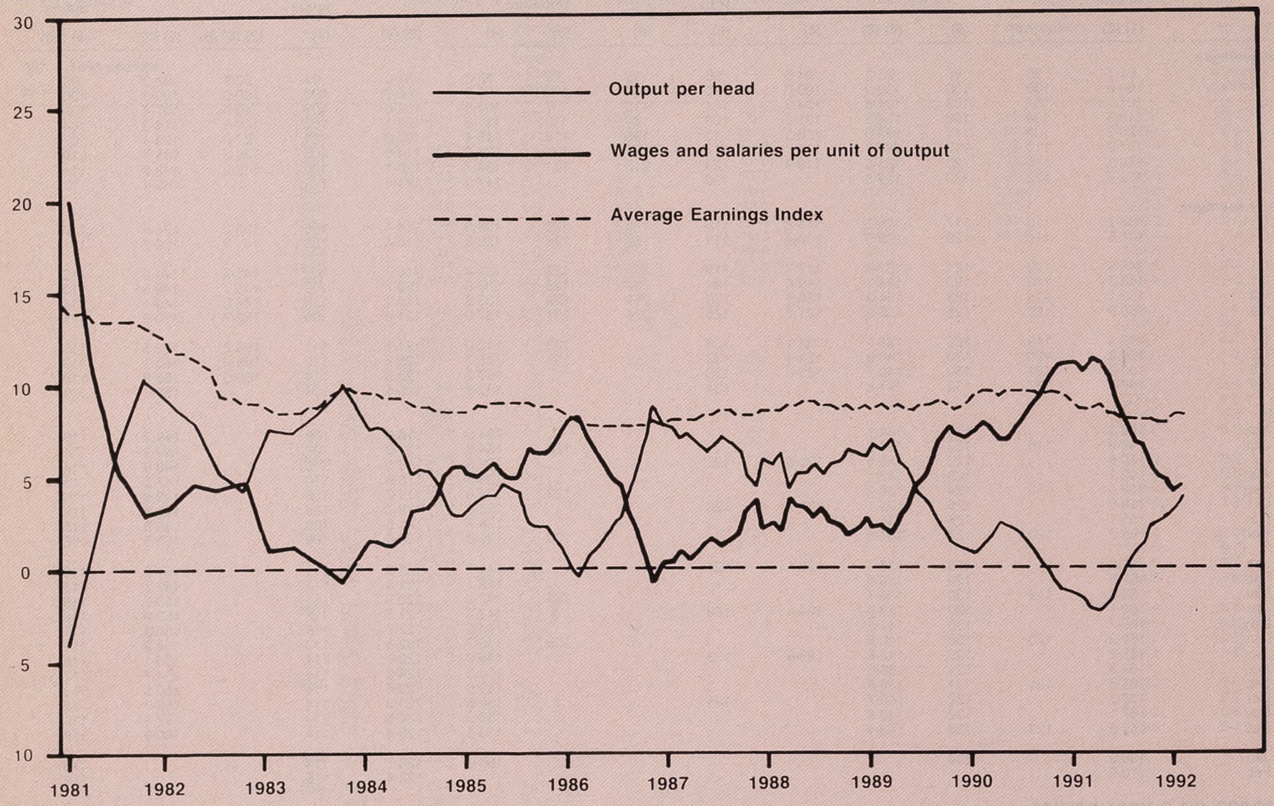
Increases on a year earlier

	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States
Annual averages														
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	4
1986	8	2	3	5	4	4	13	7	5	2	2	11	7	2
1987	8	2	3	9	3	4	10	6	6	1	1	8	6	2
1988	9	1	5	7	3	5	18	4	6	5	1	6	8	3
1989	9	6	5	5	4	4	21	5	6	6	2	7	10	3
1990	9	5	5	5	5	5	19	6	7	5	3	9	9	4
1991	8	5	6	4	..	6	..	..	10	4	4	..	5	3
Quarterly averages														
1989 Q3	9	5	5	4	4	4	21	5	6	6	1	6	10	3
Q4	8	6	6	4	4	4	20	5	7	5	1	8	10	3
1990 Q1	9	4	5	5	4	4	20	4	7	5	2	10	10	3
Q2	9	5	6	5	4	6	20	6	7	7	3	9	10	4
Q3	10	5	5	5	5	6	20	5	7	3	4	9	9	4
Q4	10	3	5	5	5	6	19	5	7	6	3	8	8	4
1991 Q1	9	5	7	4	5	6	..	6	8	4	4	7	6	4
Q2	8	3	6	5	4	6	..	5	10	4	3	9	4	4
Q3	8	5	6	5	4	6	..	..	11	4	4	8	4	4
Q4	8	6	5	4	..	6	..	..	11	3	5	..	5	3
Monthly														
1990 May	9	..	6	4	..	..	..	..	7	5	3	..	9	4
Jun	10	5	6	5	..	..	..	6	7	11	3	..	11	5
Jul	10	..	6	4	5	6	..	..	8	5	4	..	9	4
Aug	10	..	5	5	..	..	..	..	7	1	4	..	9	3
Sep	10	5	5	4	..	..	..	5	7	5	3	..	9	4
Oct	9	..	5	4	5	6	..	..	7	6	3	..	8	5
Nov	10	..	5	4	..	..	..	..	7	5	3	..	8	4
Dec	10	3	6	4	..	..	..	5	7	6	3	..	9	4
1991 Jan	9	..	6	4	5	5	..	..	8	1	4	..	8	5
Feb	9	..	7	4	..	..	..	..	8	6	4	..	4	4
Mar	8	5	7	4	..	..	..	6	8	4	4	..	5	3
Apr	9	..	7	5	4	6	..	..	9	4	3	..	3	3
May	8	..	6	6	..	..	..	..	10	4	4	..	5	4
Jun	8	3	6	5	..	..	..	5	10	5	4	..	3	3
Jul	8	..	5	5	4	6	..	..	10	2	4	..	4	4
Aug	8	..	5	5	..	..	..	..	11	7	4	..	5	4
Sep	7	5	6	4	..	..	..	..	11	3	5	..	4	3
Oct	8	..	6	4	..	6	..	..	11	3	5	..	5	3
Nov	8	..	5	4	..	..	..	..	11	3	5	..	5	3
Dec	7	6	5	4	..	..	..	..	10	4	5	..	5	3
1992 Jan	8	..	5	..	..	..	..	..	9	5	3	..	..	2
Feb	8	..	..	..	..	..	..	..	..	2	4	..	..	3

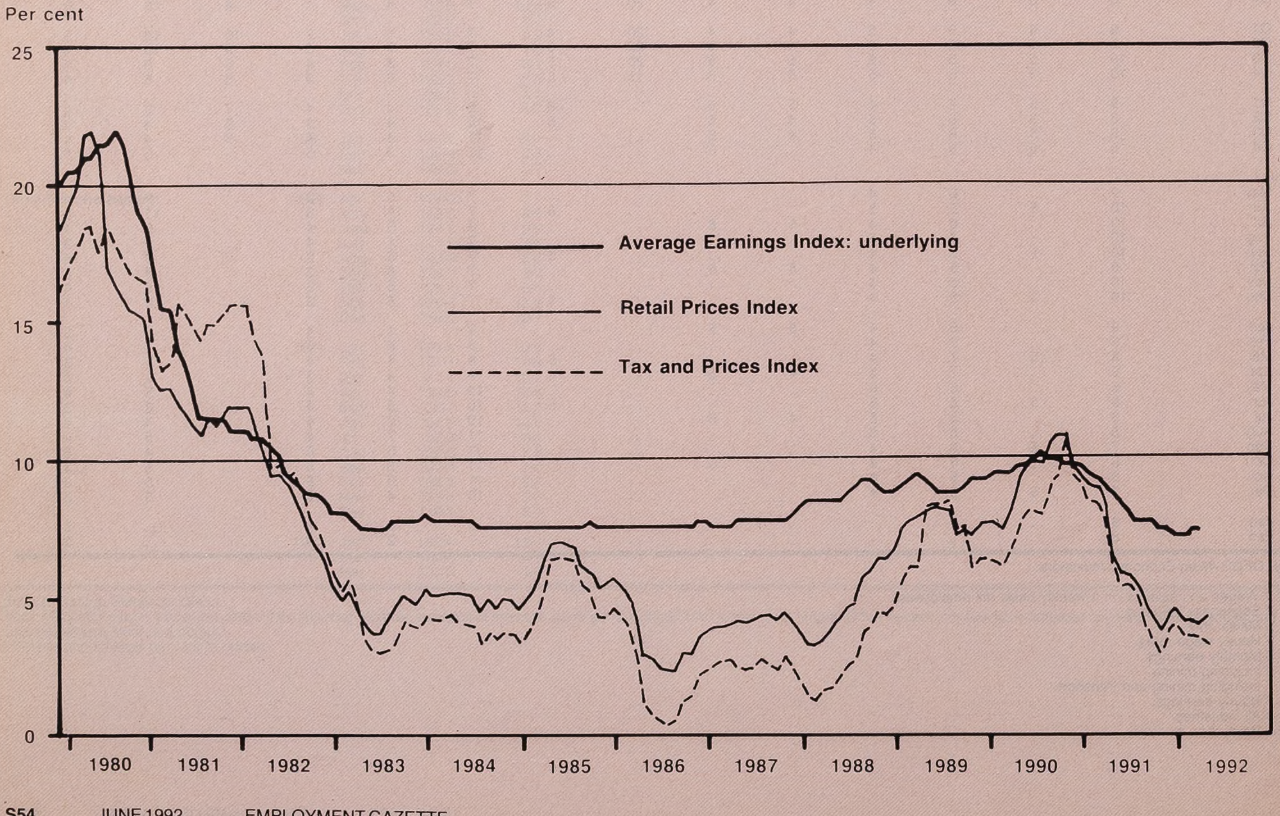
Source: OECD–Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis (all employees).
2 Seasonally adjusted.
3 Males only.
4 Hourly wage rates.
5 Monthly earnings.
6 Including mining.
7 Including mining and transport.
8 Hourly earnings.
9 All industries.
10 Production workers.

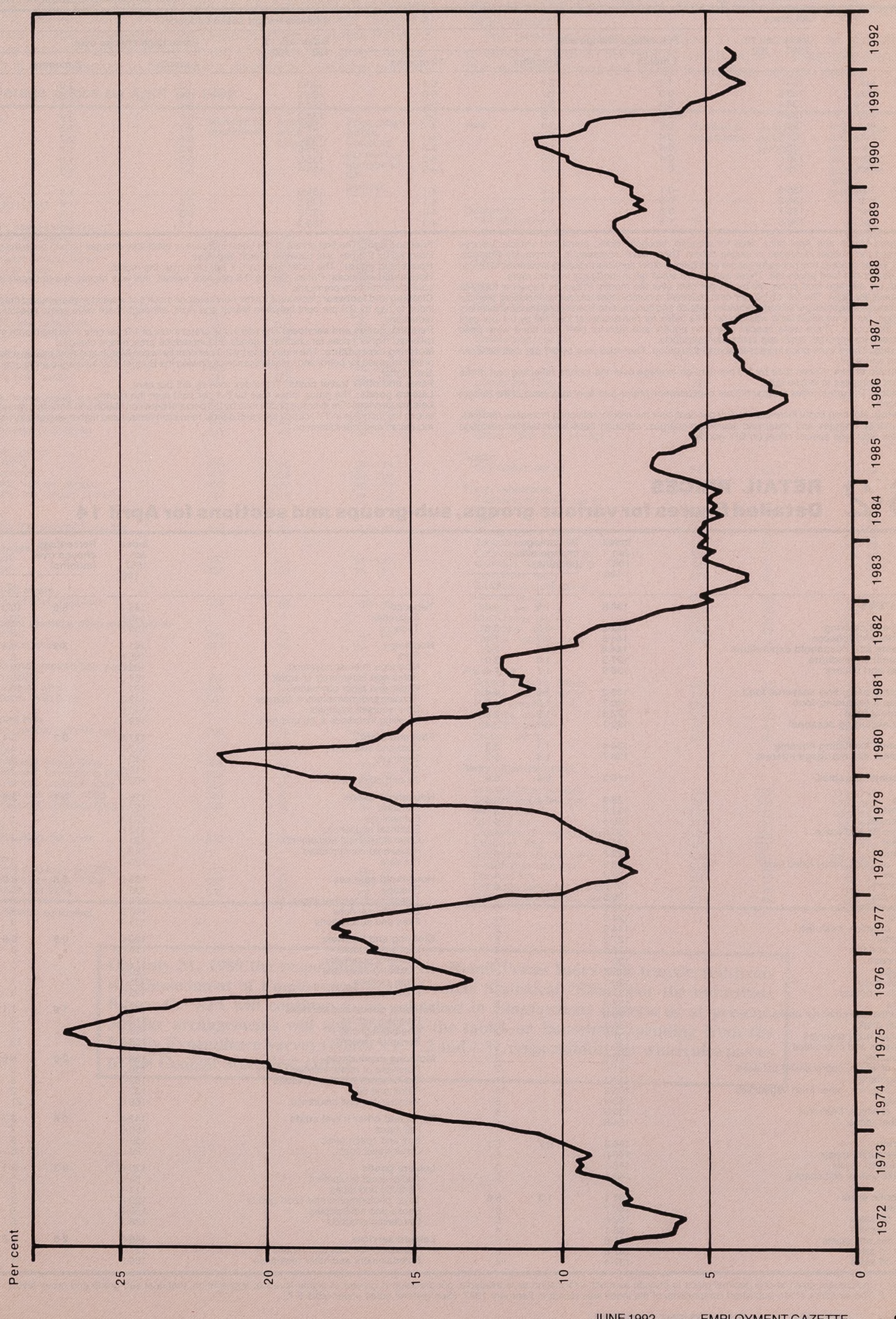
C2 EARNINGS
Earnings and output per head: manufacturing — increases over previous year



Earnings and prices: whole economy—increases over previous year



C3 RETAIL PRICES INDEX
Increases over previous year



6·1 RETAIL PRICES
Recent movements in the all-items index and in the index excluding seasonal foods

(*Source:* Central Statistical Office)

		All items				All items except seasonal foods		
		Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over	
			1 month	6 months	12 months		1 month	6 months
1991	Apr	133·1	1·3	2·1	6·4	133·3	1·3	2·0
	May	133·5	0·3	2·7	5·8	133·8	0·4	2·6
	June	134·1	0·4	3·2	5·8	134·3	0·4	3·1
	July	133·8	−0·2	2·8	5·5	134·2	−0·1	2·9
	Aug	134·1	0·2	2·4	4·7	134·4	0·1	2·5
	Sep	134·6	0·4	2·4	4·1	135·2	0·6	2·7
	Oct	135·1	0·4	1·5	3·7	135·6	0·3	1·7
	Nov	135·6	0·4	1·6	4·3	135·9	0·2	1·6
	Dec	135·7	0·1	1·2	4·5	136·0	0·1	1·3
1992	Jan	135·6	−0·1	1·3	4·1	135·9	−0·1	1·3
	Feb	136·3	0·5	1·6	4·1	136·6	0·5	1·6
	Mar	136·7	0·3	1·6	4·0	137·0	0·3	1·3
	Apr	138·8	1·5	2·7	4·3	139·2	1·6	2·7

Between March and April price rises for tobacco, alcoholic drink, petrol and vehicle licences reflected the Budget increases in excise duties. There were increases in Community Charges, rents, water charges and prices for leisure and various other services including insurance. Clothing was dearer but food prices fell. There was also a small fall in mortgage interest rates.
Food: On average food prices fell by 0·4 per cent over the month. Prices for seasonal food fell, unusually for April. The fall of 1·9 per cent reflected a combination of factors including plentiful supplies of vegetables particularly tomatoes, lettuce and cucumbers. There were also special offers on eggs, but home killed lamb was dearer. The index for non-seasonal food fell by 0·1 per cent over the month. There were special offers on poultry and also for beef, but there were price increases for imported lamb and some dairy products.
Catering: There were price increases across this group. The index rose by 0·7 per cent between March and April.
Alcoholic drinks: Prices rose by 1·3 per cent on average over the month, reflecting part of the Budget increases in excise duty.
Tobacco: The group index rose by 6·0 per cent between March and April as a result of the Budget changes.
Housing: Housing costs increased by 3·9 per cent over the month, reflecting increases for rents, Community Charges and water and sewerage charges, although there were falls in mortgage interest rates and special offers on DIY goods.
Fuel and light: The first phase of the latest increase in electricity charges helped push the group index up by 0·2 per cent between March and April.
Household goods: The index rose by 0·1 per cent over the month.
Household services: Prices rose by 0·8 per cent overall, this was mainly due to dearer house contents insurance premiums.
Clothing and footwear: Increases for the new seasons stock's of women's wear caused the group index to rise by 0·9 per cent between March and April, although there were some special sales reductions.
Personal goods and services: The rise in the group index of 1·0 per cent over the month mainly reflected higher prices for chemist's goods and increased prescription charges.
Motoring expenditure: The index rose by 2·0 per cent between March and April mainly reflecting price increases for petrol and vehicle licences following the Budget. Car insurance premiums were also higher.
Fares and other travel costs: The index rose by 0·6 per cent.
Leisure goods: The group index rose by 0·3 per cent over the month.
Leisure services: On average prices rose by 2·6 per cent between March and April, this was mainly due to the increase in TV licence fees and dearer television rentals and higher charges for various recreation and entertainment.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for April 14

	Index Jan 1987 =100	Percentage change over (months) 1	12
ALL ITEMS	138·8	1·5	4·3
Food and catering	132·8	−0·2	3·3
Alcohol and tobacco	146·6	2·7	7·1
Housing and household expenditure	144·8	2·0	2·2
Personal expenditure	127·3	1·0	3·0
Travel and leisure	136·9	1·7	7·4
All items excluding seasonal food	139·2	1·6	4·4
All items excluding food	140·7	1·8	4·6
Seasonal food	122·4	−1·9	−2·5
Food excluding seasonal	130·1	−0·1	3·4
All items excluding housing	134·4	1·1	5·3
All items exc mortgage interest	136·7	1·6	5·7
Consumer durables	116·2	0·4	0·9
Food	128·9	−0·4	2·4
Bread	134·8		3
Cereals	136·6		4
Biscuits and cakes	133·8		4
Beef	124·5		−1
Lamb	123·6		6
of which, home-killed lamb	129·9		10
Pork	128·3		4
Bacon	137·5		8
Poultry	109·6		−6
Other meat	123·2		0
Fish	124·5		−1
of which, fresh fish	144·0		2
Butter	127·2		6
Oil and fats	128·3		4
Cheese	130·1		8
Eggs	115·3		2
Milk fresh	136·1		3
Milk products	137·6		2
Tea	152·3		6
Coffee and other hot drinks	90·8		1
Soft drinks	156·1		10
Sugar and preserves	137·7		1
Sweets and chocolates	120·1		5
Potatoes	128·6		2
of which, unprocessed potatoes	121·9		−2
Vegetables	114·1		−11
of which, other fresh vegetables	106·2		−16
Fruit	133·4		6
of which, fresh fruit	135·3		6
Other foods	134·3		4
Catering	146·3	0·7	6·1
Restaurant meals	146·0		6
Canteen meals	148·1		6
Take-aways and snacks	146·1		6
Alcoholic drink	147·1	1·3	5·6
Beer	150·7		6
on sales	152·5		6
off sales	138·1		4
Wines and spirits	141·8		5
on sales	147·8		6
off sales	137·4		4

	Index Jan 1987 =100	Percentage change over (months) 1	12
Tobacco	145·7	6·0	10·3
Cigarettes	146·6		10
Tobacco	139·5		9
Housing	161·1	3·9	−0·4
Rent	168·5		8
Mortgage interest payments	182·8		−13
Rates and community charges	137·0		13
Water and other payments	191·7		10
Repairs and maintenance charges	143·2		7
Do-it yourself materials	140·3		5
Dwelling insurance & ground rent	189·7		0
Fuel and Light	127·8	0·2	5·4
Coal and solid fuels	117·6		4
Electricity	140·0		9
Gas	119·5		3
Oil and other fuels	103·0		−9
Household goods	126·4	0·1	3·9
Furniture	127·1		5
Furnishings	123·1		1
Electrical appliances	112·8		1
Other household equipment	131·7		4
Household consumables	142·3		7
Pet care	120·0		3
Household services	136·6	0·8	6·3
Postage	138·1		10
Telephones, telemessages, etc	120·7		3
Domestic services	148·9		5
Fees and subcriptions	145·4		9
Clothing and footwear	120·0	0·9	0·6
Men's outerwear	119·6		0
Women's outerwear	110·8		−1
Children's outerwear	120·6		1
Other clothing	135·1		7
Footwear	123·0		0
Personal goods and services	141·3	1·0	7·1
Personal articles	113·7		2
Chemists' goods	146·1		7
Personal services	166·9		12
Motoring expenditure	139·1	2·0	8·6
Purchase of motor vehicles	130·3		9
Maintenance of motor vehicles	152·0		8
Petrol and oil	132·4		2
Vehicles tax and insurance	168·0		21
Fares and other travel costs	142·6	0·6	6·7
Rail fares	150·8		7
Bus and coach fares	153·4		9
Other travel costs	129·6		5
Leisure goods	120·8	0·3	3·1
Audio-visual equipment	84·5		−5
Records and tapes	111·4		5
Toys, photographic and sport goods	120·8		2
Books and newspapers	150·9		8
Gardening products	138·2		5
Leisure services	149·6	2·6	8·6
Television licences and rentals	121·0		2
Entertainment and other recreation	166·9		11

Notes: 1 Indices are given to one decimal place to provide as much information as is available, but precision is greater at higher levels of aggregation, that is at sub-group and group levels.
2 The structure of the published components of the index was recast in February 1987. (See general notes under *table 6·7*.)

RETAIL PRICES 6·3
Average retail prices of selected items

Average retail prices on April 14 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

It is only possible to calculate a meaningful average price for fairly standard items; that is, those which do not vary between retail outlets.

The averages given are subject to uncertainty, an indication of which is given in the ranges within which at least four-fifths of the recorded prices fell, given in the final column below.

Average prices on April 14, 1992

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS			
Beef: home-killed, per lb			
Best beef mince	668	155	108– 199
Topside	645	251	198– 299
Brisket (without bone)	508	200	169– 219
Rump steak *	638	367	299– 399
Stewing steak	637	180	164– 230
Lamb: home-killed, per lb			
Loin (with bone)	635	315	228– 419
Shoulder (with bone)	597	135	99– 185
Leg (with bone)	620	232	189– 299
Lamb: imported (frozen), per lb			
Loin (with bone)	263	174	140– 289
Leg (with bone)	271	168	139– 189
Pork: home-killed, per lb			
Leg (foot off)	545	139	99– 196
Loin (with bone)	658	188	159– 215
Shoulder (with bone)	546	149	129– 175
Bacon, per lb			
Streaky *	494	145	124– 174
Gammon *	475	236	189– 296
Back, vacuum packed	422	227	159– 279
Back, not vacuum packed	431	215	179– 256
Ham			
Ham (not shoulder), per 4oz	503	74	55– 93
Sausages, per lb			
Pork	523	113	92– 147
Beef	426	108	75– 125
Canned meats			
Corned beef, 12oz can	309	83	69– 99
Chicken: roasting, oven ready, per lb			
Frozen	295	73	64– 85
Fresh or chilled	614	87	69– 125
Fresh and smoked fish, per lb			
Cod fillets	527	306	254– 355
Mackerel, whole	455	98	79– 139
Kippers, with bone	507	125	105– 189
Canned fish			
Red salmon, half size can	300	116	105– 129
Bread			
White loaf, sliced, 800g	356	54	39– 74
White loaf, unwrapped, 800g	336	73	69– 79
White loaf, unsliced, 400g	353	47	44– 52
Brown loaf, sliced, 400g	336	50	42– 54
Brown loaf, unsliced, 800g	333	76	63– 83
Flour			
Self raising, per 1·5kg	313	66	59– 73
Butter			
Home produced, per 250g	312	65	59– 72
New Zealand, per 250g	307	61	59– 63
Danish, per 250g	307	73	69– 78
Margarine			
Soft 500g tub	311	47	35– 85
Low fat spread, 250g	319	49	45– 52
Cheese			
Cheddar type, per lb	311	169	144– 210
Eggs			
Size 2 (65–70g), per dozen	293	126	109– 146
Size 4 (55–60g), per dozen	264	101	88– 116
Milk			
Pasteurised, per pint	352	34	28– 31
Skimmed, per pint	325	32	26– 31
Tea			
Loose, per 125g	323	65	46– 79
Tea bags, per 250g	322	140	78– 159
Coffee			
Pure, instant, per 100g	645	126	69– 157
Ground (filter fine), per 8oz	301	138	89– 209
Sugar			
Granulated, per kg	324	65	59– 69
Fresh vegetables			
Potatoes, old loose, per lb			
White	486	18	10– 27
Red	252	16	12– 20
Potatoes, new loose, per lb	579	26	22– 28
Tomatoes, per lb	690	62	58– 88
Cabbage, greens, per lb	631	57	25– 59
Cabbage, hearted, per lb	635	30	20– 52
Cauliflower, each	675	60	49– 79
Brussels sprouts, per lb	-	-	-
Carrots, per lb	677	25	17– 32
Onions, per lb	676	28	20– 32
Mushrooms, per 4oz	689	34	26– 37
Cucumber, each	662	52	45– 65
Lettuce - iceberg, each	674	64	49– 79
Fresh fruit			
Apples, cooking, per lb	692	45	39– 49
Apples, dessert, per lb	701	63	49– 69
Pears, dessert, per lb	666	57	49– 79
Oranges, each	670	20	16– 35
Bananas, per lb	707	49	44– 54
Grapes, per lb	660	86	79– 110
Items other than food			
Draught bitter, per pint	770	129	114– 147
Draught lager, per pint	792	144	128– 162
Whisky per nip	781	102	90– 115
Gin, per nip	779	101	90– 115
Cigarettes 20 king size filter	5,183	209	172– 221
Coal, per 50kg	445	629	510– 770
Smokeless fuel per 50kg	538	881	700–1065
4–star petrol, per litre	618	50	48– 52
Derv per litre	550	45	43– 46
Unleaded petrol ord. per litre	600	46	44– 47
Super unleaded petrol, per litre	334	48	46– 50

* Or Scottish equivalent.

On July 31, 1989 the responsibility for the Retail Prices Index was transferred from the Department of Employment to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette* as at present. Similar arrangements will also apply to the tables on household spending from the Family Expenditure Survey (*tables 7.1, 7.2* and 7.3), responsibility for which also passes to the Central Statistical Office.

6·4 RETAIL PRICES
General index of retail prices

(*Source:* Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food: All	Food: Seasonal food	Food: Non-seasonal food	Meals bought and consumed outside the home	Alcoholic drink
Weights 1974	1,000	747	951·2–925·5	80	253	47·5–48·8	204·2–205·5	51	70
1975	1,000	768	961·9–966·3	77	232	33·7–38·1	193·9–198·3	48	82
1976	1,000	772	958·0–960·8	90	228	39·2–42·0	186·0–188·8	47	81
1977	1,000	753	953·3–955·8	91	247	44·2–46·7	200·3–202·8	45	83
1978	1,000	767	966·5–969·6	96	233	30·4–33·5	199·5–202·6	51	85
1979	1,000	768	964·0–966·6	93	232	33·4–36·0	196·0–198·6	51	77
1980	1,000	786	966·8–969·6	93	214	30·4–33·2	180·9–183·6	41	82
1981	1,000	793	969·2–971·9	104	207	28·1–30·8	176·2–178·9	42	79
1982	1,000	794	965·7–967·6	99	206	32·4–34·3	171·7–173·6	38	77
1983	1,000	797	971·5–974·1	109	203	25·9–28·5	174·5–177·1	39	78
1984	1,000	799	966·1–968·7	102 Feb–Nov 87 Dec–Jan	201	31·3–33·9	167·1–169·8	36	75
1985	1,000	810	970·3–973·2	86	190	26·8–29·7	160·3–163·2	45	75
1986	1,000	815	973·3–976·0	83 Feb–Nov 60 Dec–Jan	185	24·0–26·7	158·3–161·0	44	82
1974)	108·5	109·3	108·4	108·4	106·1	103·0	106·9	108·2	109·7
1975)	134·8	135·3	135·1	147·5	133·3	129·8	134·3	132·4	135·2
1976)	157·1	156·4	156·5	185·4	159·9	177·7	156·8	157·3	159·3
1977)	182·0	179·7	181·5	208·1	190·3	197·0	189·1	185·7	183·4
1978)	197·1	195·2	197·8	227·3	203·8	180·1	208·4	207·8	196·0
1979) Annual	223·5	222·2	224·1	246·7	228·3	211·1	231·7	239·9	217·1
1980) averages	263·7	265·9	265·3	307·9	255·9	224·5	262·0	290·0	261·8
1981)	295·0	299·8	296·9	368·0	277·5	244·7	283·9	318·0	306·1
1982)	320·4	326·2	322·0	417·6	299·3	276·9	303·5	341·7	341·4
1983)	335·1	342·4	337·1	440·9	308·8	282·8	313·8	364·0	366·5
1984)	351·8	358·9	353·1	454·9	326·1	319·0	327·8	390·8	387·7
1985)	373·2	383·2	375·4	478·9	336·3	314·1	340·9	413·3	412·1
1986)	385·9	396·4	387·9	496·6	347·3	336·0	350·0	439·5	430·6
1975 Jan 14	119·9	120·4	120·5	119·9	118·3	106·6	121·1	118·7	118·2
1976 Jan 13	147·9	147·9	147·6	172·8	148·3	158·6	146·6	146·2	149·0
1977 Jan 18	172·4	169·3	170·9	198·7	183·1	214·8	177·1	172·3	173·7
1978 Jan 17	189·5	187·6	190·2	220·1	196·1	173·9	200·4	199·5	188·9
1979 Jan 16	207·2	204·3	207·3	234·5	217·5	207·6	219·5	218·7	198·9
1980 Jan 15	245·3	245·5	246·2	274·7	244·8	223·6	248·9	267·8	241·4
1981 Jan 13	277·3	280·3	279·3	348·9	266·7	225·8	274·7	307·5	277·7
1982 Jan 12	310·6	314·6	311·5	387·0	296·1	287·6	297·5	329·7	321·8
1983 Jan 11	325·9	332·6	328·5	441·4	301·8	256·8	310·3	353·7	353·7
1984 Jan 10	342·6	348·9	343·5	445·8	319·8	321·3	319·8	378·5	376·1
1985 Jan 15	359·8	367·8	361·8	465·9	330·6	306·9	335·6	401·8	397·9
1986 Jan 14	379·7	390·2	381·9	489·7	341·1	322·8	344·9	426·7	423·8
1987 Jan 13	394·5	405·6	396·4	502·1	354·0	347·3	355·9	454·8	440·7

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	National-ised industries **	Consumer durables	Food: All	Food: Seasonal	Food: Non-seasonal † food	Catering	Alcoholic drink
Weights 1987	1,000	833	974	843	956	57	139	167	26	141	46	76
1988	1,000	837	975	840	958	54	141	163	25	138	50	78
1989	1,000	846	977	825	940	46	135	154	23	131	49	83
1990	1,000	842	976	815	925	—	132	158	24	134	47	77
1991	1,000	849	976	808	924	—	128	151	24	127	47	77
1992	1,000	848	978	828	936	—	127	152	22	130	47	80
1987 Annual averages	101·9	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7
1988	106·9	107·3	107·0	105·8	106·6	106·7	103·7	104·6	102·4	105·0	109·6	106·9
1989	115·2	116·1	115·5	111·5	112·9	—	107·2	110·5	105·0	111·6	116·5	112·9
1990	126·1	127·4	126·4	119·2	122·1	—	111·3	119·4	116·4	119·9	126·4	123·8
1991	133·5	135·1	133·8	128·3	130·3	—	114·8	125·6	121·6	126·3	139·1	139·2
1987 Jan 13	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1988 Jan 12	103·3	103·4	103·3	103·2	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7
1989 Jan 17	111·0	111·7	111·2	108·5	109·4	110·9	104·5	107·4	103·2	108·2	113·1	109·9
1990 Jan 16	119·5	120·2	119·6	114·6	116·1	—	108·0	116·0	116·3	116·0	121·2	116·3
1990 Apr 10	125·1	126·3	125·1	117·6	121·1	—	111·0	118·8	123·4	118·0	123·9	121·5
May 15	126·2	127·4	126·3	118·8	122·1	—	111·6	120·1	123·6	119·4	125·0	123·8
June 12	126·7	128·0	126·9	119·1	122·5	—	111·5	120·0	118·3	120·3	125·9	124·3
July 17	126·8	128·4	127·3	119·1	122·6	—	109·7	118·8	108·1	120·7	127·1	125·8
Aug 14	128·1	129·6	128·5	120·3	123·7	—	110·7	120·0	112·2	121·4	127·7	126·7
Sept 11	129·3	131·1	129·8	121·6	124·9	—	112·5	120·3	111·5	121·8	129·1	127·4
Oct 16	130·3	132·2	130·7	122·6	125·8	—	113·2	120·4	111·8	121·9	130·0	128·2
Nov 13	130·0	131·7	130·4	122·7	125·9	—	113·8	121·3	114·5	122·4	130·8	128·3
Dec 11	129·9	131·4	130·2	122·6	125·9	—	114·1	122·1	119·2	122·6	131·4	128·6
1991 Jan 15	130·2	131·6	130·4	122·7	126·0	—	110·7	122·9	121·2	123·1	132·2	129·7
Feb 12	130·9	132·2	131·1	123·5	126·7	—	111·8	124·4	125·9	124·0	132·8	130·9
Mar 12	131·4	132·8	131·6	123·9	127·2	—	113·0	124·4	124·4	124·4	133·3	131·5
Apr 16	133·1	134·5	133·3	127·6	129·3	—	115·2	125·9	125·6	125·8	137·9	139·3
May 14	133·5	135·1	133·8	128·5	130·2	—	116·0	125·6	122·5	126·2	139·1	140·1
Jun 11	134·1	135·5	134·3	129·3	130·9	—	116·1	126·9	126·0	127·1	139·9	140·9
Jul 16	133·8	135·4	134·2	129·2	130·9	—	113·2	125·3	117·3	126·8	140·7	142·0
Aug 13	134·1	135·6	134·4	129·8	131·4	—	113·9	126·4	121·6	127·3	141·2	142·6
Sep 10	134·6	136·4	135·2	130·4	132·0	—	116·2	125·4	114·9	127·4	142·0	143·2
Oct 15	135·1	136·9	135·6	131·1	132·7	—	116·9	125·6	116·1	127·4	142·6	143·6
Nov 12	135·6	137·3	135·9	131·7	133·1	—	117·3	126·8	121·3	127·8	143·2	143·4
Dec 10	135·7	137·4	136·0	131·8	133·2	—	117·6	127·2	122·7	128·0	143·7	142·9
1992 Jan 14	135·6	137·1	135·9	131·6	133·1	—	113·2	128·4	125·2	129·0	144·3	143·9
Feb 11	136·3	137·8	136·6	132·3	133·8	—	114·4	129·1	126·0	129·7	144·8	144·6
Mar 10	136·7	138·2	137·0	133·0	134·5	—	115·7	129·4	124·8	130·2	145·3	145·2
Apr 14	138·8	140·7	139·2	134·4	136·7	—	116·2	128·9	122·4	130·1	146·3	147·1

† For the February, March and April 1988 indices the weights for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about their relative shares of household expenditure.
** The Nationalised Industries index is no longer published from December 1989, see also General Notes under *table 6·7*.

(*Source:* Central Statistical Office)

	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services
1974 Weights	43	124	52	64	91	63	135	54
1975	46	108	53	70	89	71	149	52
1976	46	112	56	75	84	74	140	57
1977	46	112	58	63	82	71	139	54
1978	48	113	60	64	80	70	140	56
1979	44	120	59	64	82	69	143	59
1980	40	124	59	69	84	74	151	62
1981	36	135	62	64	81	75	152	66
1982	41	144	62	64	77	72	154	65
1983	39	137	69	64	74	75	159	63
1984	36	149	65	69	70	76	158	65
1985	37	153	65	65	75	77	156	62
1986	40	153	62	63	75	81	157	58
(1974	115·9	105·8	110·7	107·9	109·4	111·2	111·0	106·8
(1975	147·7	125·5	147·4	131·2	125·7	138·6	143·9	135·5
(1976	171·3	143·2	182·4	144·2	139·4	161·3	166·0	159·5
(1977	209·7	161·8	211·3	166·8	157·4	188·3	190·3	173·3
(1978	226·2	173·4	227·5	182·1	171·0	206·7	207·2	192·0
(1979	247·6	208·9	250·5	201·9	187·2	236·4	243·1	213·9
Annual averages (1980	290·1	269·5	313·2	226·3	205·4	276·9	288·7	262·7
(1981	358·2	318·2	380·0	237·2	208·3	300·7	322·6	300·8
(1982	413·3	358·3	433·3	243·8	210·5	325·8	343·5	331·6
(1983	440·9	367·1	465·4	250·4	214·8	345·6	366·3	342·9
(1984	489·0	400·7	478·8	256·7	214·6	364·7	374·7	357·3
(1985	532·5	452·3	499·3	263·9	222·9	392·2	392·5	381·3
(1986	584·9	478·1	506·0	266·7	229·2	409·2	390·1	400·5
Jan 14 1975	124·0	110·3	124·9	118·3	118·6	125·2	130·3	115·8
Jan 13 1976	162·6	134·8	168·7	140·8	131·5	152·3	157·0	154·0
Jan 18 1977	193·2	154·1	198·8	157·0	148·5	176·2	178·9	166·8
Jan 17 1978	222·8	164·3	219·9	175·2	163·6	198·6	198·7	186·6
Jan 16 1979	231·5	190·3	233·1	187·3	176·1	216·4	218·5	202·0
Jan 15 1980	269·7	237·4	277·1	216·1	197·1	258·8	268·4	246·9
Jan 13 1981	296·6	285·0	355·7	231·0	207·5	293·4	299·5	289·2
Jan 12 1982	392·1	350·0	401·9	239·5	207·1	312·5	330·5	325·6
Jan 11 1983	426·2	348·1	467·0	245·8	210·9	337·4	353·9	337·6
Jan 10 1984	450·8	382·6	469·3	252·3	210·4	353·3	370·8	350·6
Jan 15 1985	508·1	416·4	487·5	257·7	217·4	378·4	379·6	369·7
Jan 14 1986	545·7	463·7	507·0	265·2	225·2	402·9	393·1	393·1
Jan 13 1987	602·9	502·4	506·1	265·6	230·8	413·0	399·7	408·8

	Tobacco	Housing	Fuel and light	Household goods *	Household services *	Clothing and footwear	Personal goods and services *	Motoring expendi-ture *	Fares and other travel *	Leisure goods *	Leisure services *
1987 Weights	38	157	61	73	44	74	38	127	22	47	30
1988	36	160	55	74	41	72	37	132	23	50	29
1989	36	175	54	71	41	73	37	128	23	47	29
1990	34	185	50	71	40	69	39	131	21	48	30
1991	32	192	46	70	45	63	38	141	20	48	30
1992	36	172	47	77	48	59	40	143	20	47	32
Annual averages 1987	100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
1988	103·4	112·5	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
1989	106·4	135·3	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1
1990	113·6	163·7	115·9	115·4	119·6	115·0	122·7	120·9	123·4	112·4	124·5
1991	129·9	160·8	125·1	122·5	129·5	118·5	133·4	129·9	135·5	117·7	138·8
Jan 13 1987	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Jan 12 1988	101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6
Jan 17 1989	105·6	124·6	104·2	107·5	110·3	105·9	110·4	110·6	112·9	105·1	112·1
Jan 16 1990	108·3	145·8	110·6	112·0	116·3	110·8	118·6	115·0	117·5	110·1	119·6
Apr 10 1990	112·4	165·4	111·7	114·5	117·1	115·0	121·1	118·8	121·8	111·5	122·8
May 15	114·8	166·7	114·3	115·1	117·9	115·6	121·7	119·4	122·4	112·2	123·4
June 12	115·0	167·6	116·0	115·5	118·4	115·3	122·0	119·9	123·8	112·3	124·1
July 17	115·0	169·0	116·7	114·7	119·3	112·5	122·8	120·7	124·2	112·1	124·4
Aug 14	115·1	170·1	118·6	115·7	119·5	113·8	123·9	123·5	124·8	112·5	124·8
Sept 11	115·2	171·0	119·5	116·7	121·7	116·4	124·9	126·3	125·0	112·9	127·7
Oct 16	116·5	172·0	121·9	117·2	123·2	117·6	125·6	127·5	126·0	114·2	128·4
Nov 13	116·9	169·7	120·8	118·0	124·0	118·6	126·1	125·4	126·1	114·9	129·2
Dec 11	117·6	169·6	120·5	118·5	124·0	118·6	126·2	123·0	126·2	115·1	129·6
Jan 15 1991	118·2	170·6	121·6	116·7	125·5	114·2	127·2	122·8	130·8	114·9	130·7
Feb 12	118·3	171·4	121·6	118·2	125·6	115·2	128·4	122·8	132·2	115·7	130·8
Mar 12	118·4	172·2	120·2	119·5	126·1	118·8	129·0	123·6	132·7	115·3	130·8
Apr 16	132·1	161·8	121·3	121·6	128·5	119·3	131·9	128·1	133·6	117·2	137·8
May 14	133·2	159·6	123·5	123·2	129·0	119·8	132·9	129·9	134·9	118·1	138·4
Jun 11	133·3	158·9	125·7	123·6	129·0	120·0	133·5	130·5	136·5	117·8	139·0
Jul 16	133·3	157·2	127·2	122·4	130·2	115·6	135·3	132·2	136·7	118·0	139·7
Aug 13	133·2	156·1	127·6	123·8	130·2	115·8	135·9	132·5	137·2	118·2	140·1
Sep 10	133·2	156·0	128·0	124·8	131·0	120·1	136·1	132·9	137·4	118·2	144·5
Oct 15	133·3	154·8	128·0	124·8	132·6	121·5	137·0	134·5	137·8	119·1	144·6
Nov 12	135·6	155·0	128·3	125·4	133·3	121·8	137·1	134·7	138·3	119·5	144·5
Dec 10	137·0	155·5	128·0	126·1	133·0	121·9	136·9	134·3	138·1	119·8	144·6
Jan 14 1992	137·4	156·0	127·7	123·9	135·3	115·7	138·4	134·0	140·9	119·3	145·5
Feb 11	137·5	156·5	127·8	125·0	135·3	117·2	139·2	135·0	141·4	119·9	145·6
Mar 10	137·5	155·1	127·6	126·3	135·5	118·9	139·9	136·4	141·8	120·4	145·8
Apr 14	145·7	161·1	127·8	126·4	136·6	120·0	141·3	139·1	142·6	120·8	149·6

* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 issue of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpful to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below *table 6·7*).

6·5 RETAIL PRICES
General index of retail prices: percentage changes on a year earlier for main sub-groups

(*Source:* Central Statistical Office)

UNITED KINGDOM	All Items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services
1974 Jan 15	12·0	20·1	20·7	1·7	0·4	10·5	5·8	9·8	13·5	7·3	9·8	12·2
1975 Jan 14	19·9	18·3	18·7	18·2	24·0	10·3	24·9	18·3	18·6	25·2	30·3	15·8
1976 Jan 13	23·4	25·4	23·2	26·1	31·1	22·2	35·1	19·0	10·9	21·6	20·5	33·0
1977 Jan 18	16·6	23·5	17·9	16·6	18·8	14·3	17·8	11·5	12·9	15·7	13·9	8·3
1978 Jan 17	9·9	7·1	15·8	8·8	15·3	6·6	10·6	11·6	10·2	12·7	11·1	11·8
1979 Jan 16	9·3	10·9	9·6	5·3	3·9	15·8	6·0	6·9	7·6	9·0	10·0	8·3
1980 Jan 15	18·4	12·6	22·5	21·4	16·5	24·8	18·9	15·4	11·9	19·6	22·8	22·2
1981 Jan 13	13·0	8·9	14·8	15·0	10·0	20·1	28·4	6·9	5·3	13·4	11·6	17·1
1982 Jan 12	12·0	11·0	7·2	15·9	32·2	22·8	13·0	3·7	–0·2	6·5	10·4	12·6
1983 Jan 11	4·9	1·9	7·3	9·9	8·7	–0·5	16·2	2·6	1·8	8·0	7·1	3·7
1984 Jan 10	5·1	6·0	7·0	6·3	5·8	9·9	0·5	2·6	–0·3	4·7	4·8	3·9
1985 Jan 15	5·0	3·4	6·2	5·8	12·7	8·8	3·9	2·1	3·3	7·1	2·4	5·4
1986 Jan 14	5·5	3·2	6·2	6·5	7·4	11·4	4·0	2·9	3·6	6·5	3·6	6·3
1987 Jan 13	3·9	3·8	6·6	4·0	10·5	8·3	–0·2	0·2	2·5	2·5	1·7	4·0

	All Items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3·3	2·9	6·4	3·7	1·4	3·9	–1·7	3·3	5·0	1·1	4·3	5·1	5·1	2·8	3·6
1989 Jan 17	7·5	4·4	6·3	6·0	4·1	19·9	6·0	4·1	5·0	4·7	5·8	5·2	7·4	2·2	8·2
1990 Jan 16	7·7	8·0	7·2	5·8	2·6	17·0	6·1	4·2	5·4	4·6	7·4	4·0	4·1	4·8	6·7
1990 Apr 10	9·4	8·4	7·7	9·0	6·2	23·4	6·0	4·6	4·8	4·7	7·1	4·0	7·4	5·2	8·2
May 15	9·7	8·9	8·1	10·6	8·5	23·8	7·4	4·7	5·5	4·6	7·0	3·6	6·8	4·7	8·0
June 12	9·8	8·4	8·3	10·8	8·6	23·7	7·8	4·9	5·9	4·2	7·0	3·8	7·1	4·6	8·4
July 17	9·8	7·9	8·8	11·4	8·7	23·7	7·7	4·3	6·3	3·6	6·9	4·6	7·2	4·2	8·0
Aug 14	10·6	8·5	8·8	11·1	8·8	23·8	9·1	4·7	6·5	4·7	7·5	7·8	7·5	4·6	8·0
Sept 11	10·9	8·1	9·4	11·1	8·3	23·7	9·6	5·2	7·5	4·9	8·0	9·7	7·5	4·7	9·0
Oct 13	10·9	7·1	9·3	11·0	8·2	23·2	11·4	5·1	7·9	4·7	8·0	10·5	8·1	5·1	9·4
Nov 13	9·7	6·9	9·5	11·2	8·1	17·9	10·1	5·5	7·7	5·0	8·1	9·0	7·8	4·5	9·1
Dec 11	9·3	6·6	9·4	11·3	8·7	17·1	9·5	5·6	7·6	4·8	7·6	7·9	7·8	4·6	9·5
1991 Jan 15	9·0	5·9	9·1	11·5	9·1	17·0	9·9	4·2	7·9	3·1	7·3	6·8	11·3	4·4	9·3
Feb 12	8·9	6·3	9·0	11·8	9·1	16·8	10·6	4·8	7·6	2·5	7·5	6·4	8·9	4·7	9·1
Mar 12	8·2	5·7	8·9	11·6	9·2	14·0	9·2	4·9	8·0	3·1	7·3	6·6	9·2	3·9	9·0
Apr 16	6·4	6·0	11·3	14·7	17·5	–2·2	8·6	6·2	9·7	3·7	8·9	7·8	9·7	5·1	12·2
May 14	5·8	4·6	11·3	13·2	16·0	–4·3	8·0	7·0	9·4	3·6	9·2	8·8	10·2	5·3	12·2
Jun 11	5·8	5·8	11·1	13·4	15·9	–5·2	8·4	7·0	9·0	4·1	9·4	8·8	10·3	4·9	12·0
Jul 16	5·5	5·5	10·7	12·9	15·9	–7·0	9·0	6·7	9·1	2·8	10·2	9·5	10·1	5·3	12·3
Aug 13	4·7	5·3	10·6	12·5	15·7	–8·2	7·6	7·0	9·0	1·8	9·7	7·3	9·9	5·1	12·3
Sep 10	4·1	4·2	10·0	12·4	15·6	–8·8	7·1	6·9	7·6	3·2	9·0	5·2	9·9	4·7	13·2
Oct 15	3·7	4·3	9·7	12·0	14·4	–10·0	5·0	6·5	7·6	3·3	9·1	5·5	9·4	4·3	12·6
Nov 12	4·3	4·5	9·5	11·8	16·0	–8·7	6·2	6·3	7·5	2·7	8·7	7·4	9·7	4·0	11·8
Dec 10	4·5	4·2	9·4	11·1	16·5	–8·3	6·2	6·4	7·3	2·8	8·5	9·2	9·4	4·1	11·6
1992 Jan 14	4·1	4·5	9·2	10·9	16·2	–8·6	5·0	6·2	7·8	1·3	8·8	9·1	7·7	3·8	11·3
Feb 11	4·1	3·8	9·0	10·5	16·2	–8·7	5·1	5·8	7·7	1·7	8·4	9·9	7·0	3·6	11·3
Mar 10	4·0	4·0	9·0	10·4	16·1	–9·9	6·2	5·7	7·5	1·8	8·4	10·4	6·9	4·4	11·5
Apr 14	4·3	2·4	6·1	5·6	10·3	–0·4	5·4	3·9	6·3	0·6	7·1	8·6	6·7	3·1	8·6

Notes: See notes under *table 6·7*.

6·6 RETAIL PRICES
Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One–person pensioner households				Two–person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	231·1	238·5	211·3	217·7	233·1	239·8
1980	250·7	262·1	268·9	275·0	248·9	260·5	266·4	271·8	249·6	261·6	267·1	271·8
1981	283·2	292·1	297·2	304·5	280·3	290·3	295·6	303·0	279·3	289·8	295·0	300·5
1982	314·2	322·4	323·0	327·4	311·8	319·4	319·8	324·1	305·9	314·7	316·3	320·2
1983	331·1	334·3	337·0	342·3	327·5	331·5	334·4	339·7	323·2	328·7	332·0	335·4
1984	346·7	353·6	353·8	357·5	343·8	351·4	351·3	355·1	337·5	344·3	345·3	348·5
1985	363·2	371·4	371·3	374·5	360·7	369·0	368·7	371·8	353·0	361·8	362·6	365·3
1986	378·4	382·8	382·6	384·3	375·4	379·6	379·9	382·0	367·4	371·0	372·2	375·3
1987 January	386·5				384·2				377·8			
JAN 13, 1987 = 100												
1987	100·3	101·2	100·9	102·0	100·3	101·3	101·1	102·3	100·3	101·5	101·7	102·9
1988	102·8	104·6	105·3	106·6	103·1	104·8	105·5	106·8	103·6	105·5	106·4	107·7
1989	108·0	110·0	111·0	113·2	108·2	110·4	111·3	113·4	109·0	111·2	112·0	113·7
1990	115·3	118·1	119·9	122·4	115·4	118·3	120·2	122·6	115·2	118·5	120·3	122·6
1991	123·8	127·4	128·5	129·9	123·7	128·0	128·9	130·4	123·4	128·5	129·8	131·5
1992	130·8				131·5				132·3			

Note: The indices for January 1987 are shown to enable calculations to be made involving periods which span the new reference date—see General Notes below *table 6·7*.

RETAIL PRICES 6·7
Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											JAN 15, 1974 = 100
1983	336·2	300·7	358·2	366·7	441·6	462·3	255·3	215·3	393·9	422·3	311·5
1984	352·9	320·2	384·3	386·6	489·8	479·2	263·0	215·5	417·3	438·3	321·3
1985	370·1	330·7	406·8	410·2	533·3	502·4	274·3	223·4	451·6	458·6	343·1
1986	382·0	340·1	432·7	428·4	587·2	510·4	281·3	231·0	468·4	472·1	357·0
1987 January	386·5	344·6	448·5	438·4	605·5	510·5	..	231·7	..	..	..
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1983	333·3	296·7	358·2	377·3	440·6	461·2	257·4	223·8	383·9	393·1	320·6
1984	350·4	315·6	384·3	399·9	488·5	479·2	264·3	223·9	405·8	407·0	331·1
1985	367·6	325·1	406·7	425·5	531·6	503·1	275·8	232·4	438·1	429·9	353·8
1986	379·2	334·6	432·9	445·3	584·4	511·3	281·2	239·5	456·0	428·5	368·4
1987 January	384·2	338·8	448·8	456·0	602·3	512·2	..	240·5	..	..	..
GENERAL INDEX OF RETAIL PRICES											
1983	329·8	308·8	364·0	366·5	440·9	465·4	250·4	214·8	345·6	366·3	342·9
1984	343·9	326·1	390·8	387·7	489·0	478·8	256·7	214·6	364·7	374·7	357·3
1985	360·7	336·3	413·3	412·1	532·5	499·3	263·9	222·9	392·2	392·5	381·3
1986	371·5	347·3	439·5	430·6	584·9	506·0	266·7	229·2	409·2	390·1	400·5
1987 January	377·8	354·0	454·8	440·7	602·9	506·1	..	230·8	..	..	..

UNITED KINGDOM	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														JAN 13, 1987 = 100
1987	101·1	101·1	102·8	101·8	100·2	99·1	102·1	101·1	101·1	102·3	102·9	102·8	103·5	100·4
1988	104·8	104·6	109·7	106·4	103·5	101·3	106·2	104·5	104·5	109·1	107·9	108·7	109·3	103·3
1989	110·6	110·8	116·7	111·9	106·5	106·8	110·9	109·1	109·3	119·3	115·1	114·9	116·2	106·1
1990	118·9	120·0	126·4	122·3	113·8	116·2	116·5	116·4	115·3	129·4	124·1	121·7	124·8	111·2
1991	127·4	126·1	139·2	137·4	130·2	124·5	123·9	126·7	119·7	143·6	135·0	134·3	134·2	119·2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101·2	101·1	102·8	101·8	100·1	99·1	102·2	100·9	101·2	102·3	103·0	102·8	103·4	100·5
1988	105·0	104·7	109·6	106·7	103·4	101·4	106·1	103·8	104·5	108·8	107·4	108·7	109·4	103·7
1989	110·9	111·0	116·5	112·4	106·4	106·8	110·5	107·9	109·4	118·3	114·2	115·2	116·3	106·7
1990	119·1	120·4	126·3	123·1	113·7	115·7	115·8	114·9	115·5	127·6	122·8	122·1	124·6	112·1
1991	127·8	126·2	138·9	138·5	129·9	124·7	123·2	125·0	120·5	140·4	133·2	135·7	133·6	120·6
GENERAL INDEX OF RETAIL PRICES														
1987	101·6	101·1	102·8	101·7	100·1	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
1988	105·8	104·6	109·6	106·9	103·4	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
1989	111·5	110·5	116·5	112·9	106·4	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1
1990	119·2	119·4	126·4	123·8	113·6	115·9	115·4	119·6	115·0	122·7	120·9	123·4	112·4	124·5
1991	128·3	125·6	139·1	139·2	129·9	125·1	122·5	129·5	118·5	133·4	129·9	135·5	117·7	138·8

Notes: 1 The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.
2 The structure of the published components of the index was recast in February 1987. The indices for January 1987 are given for those groups which are broadly comparable with the new groups to enable calculations to be made involving periods which span the new reference date. (See General Notes below.)

GENERAL NOTES—RETAIL PRICES

The responsibility for the Retail Prices Index has been transferred from the Department of Employment to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette* as at present. Similar arrangements also apply to the tables on household spending from the Family Expenditure Survey (*tables 7·1, 7·2* and *7·3*), responsibility for which has also passed to the Central Statistical Office.

Following the recommendations of the Retail Prices Index Advisory Committee, the index has been re-referenced to make January 13, 1987=100.

Details of all changes following the Advisory Committee report can be found in the article on p 185 of the April 1987 issue of *Employment Gazette*.

Calculations

Calculations of price changes which involve periods spanning the new reference date are made as follows:

$$\%\text{change} = \frac{\text{Index for later month (Jan 1987=100)} \times \text{Index for Jan 1987 (Jan 1974=100)}}{\text{Index for earlier month (Jan 1974=100)}} - 100$$

For example, to find the percentage change in the index for all items between June 1986 and October 1987, take the index for October 1987 (102.9), multiply it by the January1987 index on the 1974 base (394.5), then divide by the June 1986 index (385.8). Subtract 100 from the result and this will show that the index increased by 5.2 per cent between those months.

A complete set of indices for January 1987 can be found in *table 6.2* on pp 120-121 of the March 1987 issue of *Employment Gazette*.

Structure

With effect from February 1987 the structure of the published components has been recast. In some cases, therefore, no direct comparison of the new component with the old is possible. The relationship between the old and the new index structure is shown in the September 1986 issue of *Employment Gazette* (p 379).

Definitions

Seasonal food: Items of food the prices of which show significant seasonal variations. These are fresh fruit and vegetables, fresh fish, eggs and home-killed lamb.

Nationalised industries: Index for goods and services mainly produced by nationalised industries. These are coal and solid fuels, electricity, water, sewerage and environmental charges (from August 1976), rail fares and postage. Telephone charges were included until December 1984, gas until December 1986, and bus fares until January 1989. From December 1989 the Nationalised Industries index is no longer published. Industries remaining nationalised in December 1989 were coal, electricity, postage and rail.

Consumer durables: Furniture, furnishings, electrical appliances and other household equipment, men's, women's and children's outerwear and footwear, audio-visual equipment, records and tapes, toys, photographic and sports goods.

6·8 RETAIL PRICES
Selected countries

(Source: Central Statistical Office)

1985=100	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·4	103·5	101·3	103·6	99·9	123·0	108·8	102·7	103·8	105·8	100·3
1987	107·7	106·9	102·9	107·8	100·1	143·2	114·5	105·9	107·1	110·9	100·2
1988	113·0	110·7	104·1	112·7	101·4	162·6	120·0	108·7	109·4	116·5	101·7
1989	121·8	116·3	107·3	118·1	104·2	184·9	128·2	112·7	113·9	123·8	105·1
1990	133·3	122·9	111·0	121·2	107·0	222·6	136·8	116·5	117·6	131·8	109·0
1991	141·2	129·0R	114·6	124·1	110·7	265·9	145·0	120·0	121·3	140·2P	112·4
Monthly											
1991 Mar	138·9	127·1	113·3	123·0	109·0	251·1	142·5	118·7	..	138·3	111·6
Apr	140·7	127·9	113·4	123·3	109·5	260·0	142·8	119·1	..	138·8	111·2
May	141·1	128·3	113·8	124·1	109·9	260·5	143·2	119·4	120·6	139·3	111·7
Jun	141·8	128·8	114·3	124·4	110·5	266·5	143·6	119·7	..	139·8	111·9
Jul	141·5	129·4	114·9	124·0	111·5	265·0	145·4	120·2	..	140·4	112·5
Aug	141·8	129·7	115·3	124·2	111·5	263·5	146·0	120·4	122·2	140·9	112·8
Sep	142·3	130·3	115·2	124·9	111·7	275·4	147·1	120·6	..	141·6	113·1
Oct	142·8	130·9	115·6	125·1	112·0	280·7	148·1	121·1	..	142·3	113·4
Nov	143·4	131·4	115·9	125·7	112·5	285·2	148·3	121·5	122·9	143·3	114·0
Dec	143·5	131·6	115·7	125·3	112·6	290·1	148·4	121·6	..	143·7	114·1
1992 Jan	143·2	132·2	116·0	125·1	113·1	290·4	150·6	121·9	..	144·8	114·5
Feb	144·1	132·8P	116·4	125·7	113·8	291·2	151·6	122·2R	124·0R	145·2P	114·5
Mar	144·5	132·2P	116·4	126·2P	114·2	297·1	152·2	122·5	..	145·8P	115·0
Apr	146·7	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											Per cent
Annual averages											
1985	6·1	6·1	4·9	4·7	2·2	19·3	7·8	5·9	5·4	9·2	4·1
1986	3·4	3·5	1·3	3·6	–0·1	23·0	8·8	2·7	3·8	5·8	0·3
1987	4·2	3·3	1·6	4·1	0·2	16·4	5·2	3·1	3·2	4·8	–0·1
1988	4·9	3·6	1·2	4·5	1·3	13·5	4·8	2·6	2·1	5·0	1·5
1989	7·8	5·1	3·1	4·8	2·8	13·7	6·8	3·7	4·1	6·3	3·3
1990	9·4	5·7	3·4	2·6	2·7	20·4	6·7	3·4	3·2	6·5	3·7
1991	5·9	5·0	3·2	2·4	3·5	19·5	6·0	3·0	3·1	6·4P	3·1
Monthly											
1991 Mar	8·2	5·3	3·3	2·4	2·5	20·7	5·9	3·2	..	6·6	3·5
Apr	6·4	5·0	2·9	2·6	2·8	22·8	5·9	3·2	..	6·6	2·9
May	5·8	5·0	3·2	2·5	3·0	19·2	6·2	3·2	3·1	6·7	3·2
Jun	5·8	5·1	3·6	2·9	3·5	18·9	6·2	3·3	..	6·6	3·3
Jul	5·5	5·3	3·8	2·9	4·4	18·8	6·1	3·4	..	6·7	3·8
Aug	4·7	4·9	3·5	2·1	4·1	18·0	6·0	3·0	3·6	6·3	3·6
Sep	4·1	4·6	2·5	1·8	3·9	18·2	5·8	2·6	..	6·3	3·2
Oct	3·7	4·3	2·2	1·8	3·5	17·7	5·5	2·5	..	6·0	2·4
Nov	4·3	4·7	2·8	2·3	4·2	18·0	5·8	3·0	3·6R	6·0	2·6
Dec	4·5	4·8	2·8	2·3	4·2	18·0	5·6	3·1	..	6·1	2·6
1992 Jan	4·1	4·7	2·3	2·1	4·0	18·1	5·9	2·9	..	6·3	2·9
Feb	4·1	4·7P	2·3	2·3	4·3	18·2	6·7	3·0	3·7	5·7P	2·8
Mar	4·0	4·8P	2·7	2·6P	4·8	18·3	6·9	3·2	..	5·4P	3·0
Apr	4·3	..	..	..	4·5P	..	..	..	..	..	..

Source: Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.

2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupiers' shelter costs varies, reflecting both differences in housing markets and methodologies. Within the EC, only Ireland and the UK include mortgage interest payments directly. Of the other ten members there are six–France, Italy, Greece, Denmark, Luxembourg, Portugal–which include no direct measure of owner-occupiers' shelter costs. The other four members–Germany (FR), Netherlands, Belgium, Spain-take account of owner-occupiers' shelter costs using rental equivalents. Among other major developed nations, Canada, Australia and New Zealand include mortgage interest payments directly in their Consumer Prices Indices.

RETAIL PRICES
Selected countries 6·8

Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	1985=100
										Annual averages
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985
100·2	111·7	101·9	100·6	100·8	101·7	107·2	104·2	103·6	104·1	1986
99·8	122·2	105·7	100·7	102·2	103·1	116·5	108·6	107·1	108·7	1987
100·7	133·9	110·0	101·4	104·2	105·1	124·3	114·9	112·6	113·1	1988
101·7	151·0	115·3	103·7	107·4	107·8	130·0	122·3	120·0	118·7	1989
104·3	170·9	121·5	106·9	113·2	111·3	135·4	135·1	127·3	124·4	1990
108·4	189·5	126·6	110·4P	119·8	115·0	140·0	147·8	132·6	131·4	1991
										Monthly
106·8	185·8	125·5	109·5	118·1	114·0	139·3	146·9	131·7	130·7	1991 Mar
107·2	186·9	125·7	110·2	118·4	114·1	139·7	147·7	132·2	130·7	Apr
107·4	188·4	126·1	110·7	119·4	114·2	139·9	147·8	132·8	131·3	May
107·5	189·5	126·5	110·3	119·9	114·9	140·0	147·6	132·7	131·9	Jun
109·0	190·4	126·7	110·2	120·0	116·3	140·2	147·6	132·7	132·0	Jul
109·4	191·7	127·0	110·4	120·6	117·0	140·1	147·4R	132·8	132·1	Aug
110·1	192·1	127·6	110·6	120·8	116·1	141·1	149·1	133·0	131·9	Sep
110·5	193·3	127·8	111·8	120·9	115·7	141·1	149·7	133·3	131·7	Oct
110·7	194·3	128·1	112·0	122·4	115·9	141·2	150·4	133·4	132·2	Nov
110·6	195·5	128·2	111·4	122·1	115·7	141·2	150·1	134·0	131·6	Dec
110·3	197·3	128·4	111·2	122·6	117·3	141·2	149·7	134·7	132·2	1992 Jan
110·7	199·9	128·9	111·1	123·5	118·4	141·5	149·8	135·0	132·3	Feb
111·4	201·7	129·5	111·6P	123·9	118·7	142·8	150·0	135·4	132·7	Mar
..	..	..	..	..	..	..	..	..	..	Apr
Per cent										**Increases on a year earlier**
										Annual averages
2·3	19·6	3·5	2·0	3·4	3·3	5·5	7·4	6·3	4·2	1985
0·2	11·7	1·9	0·6	0·8	1·7	7·2	4·2	3·6	4·1	1986
–0·4	9·4	3·7	0·1	1·4	1·4	8·7	4·2	3·4	4·4	1987
0·9	9·6	4·1	0·7	2·0	1·9	6·7	5·8	5·1	4·0	1988
1·1	12·8	4·8	2·3	3·1	2·6	4·6	6·4	6·6	5·0	1989
2·6	13·2	5·4	3·1	5·4	3·2	4·2	10·5	6·1	4·8	1990
3·9	10·9	4·2	3·3P	5·8	3·3	3·4	9·4	4·2	5·6	1991
										Monthly
3·4	12·3	4·9	3·6	5·8	3·5	3·5	9·9	4·8	6·3	1991 Mar
3·3	11·6	4·9	3·4	5·8	3·3	3·8	10·7	4·6	6·3	Apr
3·4	11·3	5·0	3·4	6·3	3·3	3·8	10·1	4·6	6·2	May
3·6	11·6	4·7	3·4	6·5	3·8	3·5	10·1	4·2	6·3	Jun
4·7	11·3	4·4	3·5	6·6	3·6	3·5	9·0	4·1	5·8	Jul
4·7	10·7	3·8	3·3	6·0	3·7	3·6	8·2	3·7	5·8	Aug
4·6	9·7	3·4	2·7	5·7	3·2	3·3	8·1	3·3	5·4	Sep
4·5	9·2	2·9	2·7	5·1	2·7	2·5	7·8	3·2	4·4	Oct
4·8	9·0	3·0	3·1	5·5	3·3	2·6	8·0	3·3	4·2	Nov
4·9	8·9	3·1	2·7	5·2	3·1	2·9	7·9	3·9	3·8	Dec
4·1	8·6	2·6	1·8	4·9	3·9	2·4	5·2	2·9	1·6	1992 Jan
4·3	8·1	2·8	2·0	4·6	4·1	2·3	2·4	2·6	1·7	Feb
4·3	8·5	3·2	1·9P	4·9	4·1	2·5	2·4	2·8	1·6	Mar
..	..	..	..	..	..	..	..	..	..	Apr

8·1 TOURISM
Employment in tourism-related industries in Great Britain

THOUSAND

	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotels and other tourist accommodation 665, 667	Libraries, museums, art galleries, sports and other recreational services 977, 979	All
Self-employed *						
1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment						
1986 Mar	215.3	249.9	137.1	226.5	322.0	1150.8
June	229.2	259.8	138.2	270.5	370.9	1268.6
Sept	227.7	264.3	138.5	268.4	362.0	1260.9
Dec	225.2	263.4	139.2	232.3	331.2	1191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1168.6
June	240.4	263.1	136.9	265.4	375.1	1280.9
Sept	242.2	264.1	139.9	270.1	367.0	1283.3
Dec	245.9	274.5	143.3	245.5	348.3	1257.5
1988 Mar	245.3	274.3	139.3	240.9	352.7	1252.4
June	265.1	289.3	140.5	281.2	373.5	1349.7
Sept	265.9	304.5	139.5	287.3	374.3	1371.6
Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989 Mar	268.4	316.4	139.9	259.1	343.2	1327.0
June	290.1	326.2	140.4	301.0	373.3	1431.0
Sept	295.3	329.1	143.3	310.6	378.0	1456.4
Dec	296.3	336.3	144.5	282.1	343.1	1402.3
1990 Mar	294.3	325.5	140.9	281.6	346.5	1388.8
June	306.4	337.2	142.5	323.1	394.6	1503.8
Sept	310.7	335.9	145.1	329.2	392.7	1513.6
Dec	302.9	328.6	150.4	302.2	365.8	1450.0
1991 Mar	287.1	310.8	146.0	296.1	361.8	1401.7
June	296.0	317.3	145.7	325.6	401.8	1486.4
Sept	282.3	322.9	145.4	326.6	406.3	1483.4
Dec	281.4	305.4	144.0	282.3	379.6	1392.6
CHANGES: Dec 1991-1990						
no.(thousands)	-21.5	-23.2	-6.4	-19.9	13.8	-57.4
Percentage	-7.1	-7.1	-4.3	-6.6	3.8	-4.0

* Based on Census of Population.
In addition the Labour Force Survey showed the following estimates (thousands) of self-employed in all tourism industries: (1982 not available).

1981	163	1986	211	1990	190
1983	159	1987	200	1991 P	183
1984	187	1988	204		
1985	190	1989	191		

\+ These are comparable with the estimates for all industries and services shown in *table 1·4*.

8·2 TOURISM
Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)
1982	3,188	3,640	-452
1983	4,003	4,090	-87
1984	4,614	4,663	-49
1985	5,442	4,871	571
1986	5,553	6,083	-530
1987	6,260	7,280	-1020
1988	6,184	8,216	-2032
1989	6,945	9,357	-2412
1990	7,785	9,916	-2131
1991 PR	7,112	9,801	-2689
Percentage change 1991/1990	-9	-1	

	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1990 Q1	1,374	2,034	1,698	2,490	-324	-456
Q2	1,858	1,941	2,531	2,521	-673	-580
Q3	2,822	1,912	3,752	2,408	-930	-495
Q4	1,731	1,898	1,935	2,498	-204	-600
1991 PR Q1	1,123	1,666	1,574	2,331	-452	-665
Q2	1,698	1,798	2,387	2,470	-689	-672
Q3	2,592	1,766	3,830	2,462	-1,238	-695
Q4 (e)	1,700	1,881	2,010	2,538	-310	-657
1991 PR Jan	409	562	508	793	-98	-232
Feb	283	529	447	759	-164	-231
Mar	430	576	619	778	-189	-203
Apr	479	585	747	943	-268	-358
May	588	637	699	804	-110	-167
June	630	577	941	723	-311	-147
July	833	577	1,091	835	-257	-258
Aug	976	594	1,433	804	-458	-210
Sept	783	596	1,306	822	-532	-226
Oct (e)	625	597	1,030	858	-405	-261
Nov (e)	575	685	565	847	10	-162
Dec (e)	500	600	415	833	85	-233
1992 Jan (e)	475	635	660	1,033	-185	-398
Feb (e)	355	628	590	934	-235	-306

(e) Rounded to the nearest £5 million.
For further details see Business Monitors MQ6 and MA6 *Overseas Travel and Tourism*, available from HMSO.
Source: International Passenger Survey

TOURISM 8.3
Overseas travel and tourism: visits to the UK by overseas residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989	17,338		3,481	10,689	3,168
1990	18,021		3,749	10,645	3,627
1991 P	16,805		2,747	11,057	3,001
1990 Q1	3,319	4,663	603	2,029	687
Q2	4,525	4,363	1,097	2,570	859
Q3	6,305	4,447	1,325	3,668	1,311
Q4	3,872	4,547	724	2,378	770
1991 P Q1	2,786	3,787	391	1,871	523
Q2	4,208	4,172	750	2,773	685
Q3	5,812	4,206	986	3,703	1,122
Q4 (e)	4,000	4,641	620	2,710	670
1991 P Jan	996	1,282	171	589	236
Feb	772	1,288	80	569	123
Mar	1,018	1,216	141	713	164
Apr	1,295	1,409	178	931	186
May	1,443	1,442	256	942	245
June	1,469	1,321	316	899	255
July	1,940	1,360	349	1,224	367
Aug	2,205	1,398	359	1,459	388
Sept	1,666	1,448	279	1,020	367
Oct (e)	1,480	1,467	300	900	280
Nov (e)	1,310	1,575	180	930	200
Dec (e)	1,210	1,599	140	880	190
1992 Jan (e)	1,150	1,458	210	630	310
Feb (e)	930	1,488	150	550	230

Notes: See *table 8.2*.

TOURISM 8.4
Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989	31,030		2,218	26,128	2,684
1990	31,182		2,349	25,817	3,016
1991 P	30,430		2,308	25,378	2,744
1990 Q1	5,274	7,919	371	4,070	833
Q2	8,225	7,741	626	6,897	702
Q3	11,485	7,553	782	9,850	853
Q4	6,198	7,968	569	5,000	628
1991 P Q1	5,108	7,466	366	4,091	651
Q2	7,847	7,564	595	6,601	652
Q3	11,284	7,493	777	9,697	811
Q4 (e)	6,190	7,907	570	4,990	630
1991 P Jan	1,680	2,583	132	1,283	264
Feb	1,419	2,389	92	1,167	160
Mar	2,009	2,495	142	1,640	226
Apr	2,678	2,949	188	2,225	265
May	2,297	2,415	167	1,942	188
June	2,872	2,200	240	2,433	199
July	3,303	2,521	201	2,884	217
Aug	4,273	2,499	307	3,680	287
Sept	3,708	2,473	269	3,133	306
Oct (e)	2,980	2,524	320	2,400	260
Nov (e)	1,870	2,671	140	1,540	190
Dec (e)	1,340	2,712	110	1,050	180
1992 Jan (e)	1,860	2,848	170	1,410	280
Feb (e)	1,790	2,930	120	1,430	240

Notes: See *table 8.2*.

9·2 OTHER FACTS AND FIGURES
Numbers of people benefiting from Government employment measures

Measure	Great Britain	Scotland		Wales	
	March	March		March	
Enterprise Allowance Scheme ‡	37,200	971		1,863	

Note: Community industry figures which were formerly provided in *Table 9.2* are no longer being published as they now form part of Youth Training.
‡ Includes participants in receipt of allowances at 6 January 1992 excluding new start up in Scotland from April 1991.

9·3 OTHER FACTS AND FIGURES
Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, March 7 1992 to April 3 1992 †	2,380
Registered as disabled on April 17, 1991 ‡	368,276

† Not including placings through displayed vacancies.
‡ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications.

OTHER FACTS AND FIGURES 9·5
Regional Selective Assistance: April-June 1991 *

	North East	North West	Yorkshire and Humberside	West Midlands	East Midlands	South West	England	Scotland	Wales	Great Britain
Number of offers	46	57	19	2	54	16	194	28	32	254
Value of offers (£'000)	18,349	5,764	2,477	44	1,917	598	29,149	14,077	3,834	47,060

Note: Enquiries should be directed to the Department of Trade and Industry, tel 071-215 2601.
* Date of first payment.

OTHER FACTS AND FIGURES 9·5
Regional Selective Assistance: July-September 1991 *

	North East	North West	Yorkshire and Humberside	West Midlands	East Midlands	South West	England	Scotland	Wales	Great Britain
Number of offers	34	50	16	4	45	13	162	49	30	241
Value of offers (£'000)	36,813	2,015	871	118	3,240	961	44,018	29,589	39,496	113,103

Note: Enquiries should be directed to the Department of Trade and Industry, tel 071-215 2601.
* Date of first payment.

DEFINITIONS

● **EARNINGS**
Total gross remuneration which employees receive from their employers in the form of money. Income in kind and employers' contributions to National Insurance and pension funds are excluded.

● **EMPLOYEES IN EMPLOYMENT**
A count of civilian jobs of employees paid by employers who run a PAYE scheme. Participants in Government employment and training schemes are included if they have a contract of employment. HM Forces, homeworkers and private domestic servants are excluded. As the estimates of employees in employment are derived from employers' reports of the number of people they employ, individuals holding two jobs with different employers will be counted twice.

● **FULL-TIME WORKERS**
People normally working for more than 30 hours a week except where otherwise stated.

● **GENERAL INDEX OF RETAIL PRICES**
The general index covers almost all goods and services purchased by most households, excluding only those for which the income of the household is in the top 4 per cent and those one and two person pensioner households (covered by separate indices) who depend mainly on state benefits, i.e. more than three-quarters of their income is from state benefits.

● **HM FORCES**
All UK service personnel of HM Regular Forces, wherever serving, including those on release leave.

● **HOUSEHOLD SPENDING**
Expenditure on housing (in the Family Expenditure Survey) includes, for owner-occupied and rent-free households, a notional (imputed) amount based on rateable values as an estimate of the rent which would have been payable if the dwelling had been rented: mortgage payments are therefore excluded.

● **INDUSTRIAL DISPUTES**
Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded except where the aggregate of working days lost exceeded 100.

Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included.

There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or so. Any under-recording would particularly bear on those industries most affected by such stoppages, and would affect the total number of stoppages much more than the number of working days lost.

● **MANUAL WORKERS (OPERATIVES)**
Employees other than those in administrative, professional, technical and clerical occupations.

● **MANUFACTURING INDUSTRIES**
SIC 1980 Divisions 2 to 4.

The terms used in the tables are defined more fully in the periodic articles in *Employment Gazette* which relate to particular statistical series.

● **NORMAL WEEKLY HOURS**
The time which the employee is expected to work in a normal week, excluding all overtime and main meal breaks. This may be specified in national collective agreements and statutory wages orders for manual workers.

● **OVERTIME**
Work outside normal hours for which a premium rate is paid.

● **PART-TIME WORKERS**
People normally working for not more than 30 hours a week except where otherwise stated.

● **PRODUCTION INDUSTRIES**
SIC 1980 Divisions 1 to 4.

● **SEASONALLY ADJUSTED**
Adjusted for regular seasonal variations.

CONVENTIONS

The following standard symbols are used:

..	not available
–	nil or negligible (less than half the final digit shown)
P	provisional
—	break in series
R	revised
r	series revised from indicated entry onwards
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the consituent items and the total as shown. Although figures may be given in unrounded form to facilitate the calculation of percentage changes, rates of change etc by users, this does not imply that the figures can be estimated to this degree of precision, and it must be recognised that they may be the subject of sampling and other errors.

● **SELF-EMPLOYED PEOPLE**
Those who in their main employment work on their own account, whether or not they have any employees. Second occupations classified as self-employed are not included.

● **SERVICE INDUSTRIES**
SIC 1980 Divisions 6 to 9.

● **SHORT-TIME WORKING**
Arrangements made by an employer for working less than regular hours. Therefore, time lost through sickness, holidays, absenteeism and the direct effects of industrial disputes is not counted as short-time.

● **STANDARD INDUSTRIAL CLASSIFICATION (SIC)**
The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

● **TAX AND PRICE INDEX**
Measures the increase in gross taxable income needed to compensate taxpayers for any increase in retail prices, taking account of changes to direct taxes (including employees' National Insurance contributions). Annual and quarterly figures are averages of monthly indices.

● **TEMPORARILY STOPPED**
People who at the date of the unemployment count are suspended by their employers on the understanding that they will shortly resume work and are claiming benefit. These people are not included in the unemployment figures.

● **UNEMPLOYED**
People claiming benefit, i.e. Unemployment Benefit, Income Support or National Insurance credits at Unemployment Benefit Offices on the day of the monthly count, who say on that day they are unemployed and that they satisfy the conditions for claiming benefit. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

● **VACANCY**
A job opportunity notified by an employer to a Jobcentre or Careers Office (including 'self employed' opportunities created by employers) which remained unfilled on the day of the count.

● **WEEKLY HOURS WORKED**
Actual hours worked during the reference week and hours not worked but paid for under guarantee agreements.

● **WORKFORCE**
Workforce in employment plus the unemployed as defined above.

● **WORKFORCE IN EMPLOYMENT**
Employees in employment, self-employed, HM Forces and participants on work-related Government training programmes.

● **WORK-RELATED GOVERNMENT TRAINING PROGRAMMES**
Those participants on Government programmes and schemes who in fhe course of their participation receive training in the context of a workplace but are not employees, self-employed or HM Forces.

REGULARLY PUBLISHED *statistics*

	Frequency	Latest issue	Table number or page
● Employment and workforce			
Workforce: UK and GB			
Quarterly series	M(Q)	Jun 92	1.1
Labour force estimates, projections		May 91	269
Employees in employment			
Industry: GB			
All industries: by division, class or group	Q	May 92	1.4
: time series, by order group	M	Jun 92	1.2
Manufacturing: by division, class or group	M	Jun 92	1.3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 91	1.10
Local authorities manpower	Q	Apr 92	1.7
Region: GB			
Sector: numbers and indices	Q	May 92	1.5
Self-employed: by region	Q	Apr 90	224
: by industry		Apr 90	222
Census of Employment			
UK and regions by industry (Sept 1989)		Apr 91	209
GB and regions by industry (Sept 1989)		May 91	308
International comparisons	Q	May 92	1.9
Apprentices and trainees			
Manufacturing industries: by industry	D	Aug 89	1.14
: by region	D	Aug 89	1.15
Employment measures	M	Mar 92	9.2
Registered disabled in the public sector	A	Feb 91	81
Labour turnover in manufacturing	D	Mar 90	1.6
Trade union membership	A	Jun 91	337
● Unemployment and vacancies			
Unemployment			
Summary: UK	M	Jun 92	2.1
: GB	M	Jun 92	2.2
Age and duration: UK	M(Q)	Jun 92	2.5
Broad category: UK	M	Mar 92	2.1
Detailed category: UK and GB	Q	Mar 92	2.2
Region: summary	Q	Jun 92	2.6
Age: time series UK	M(Q)	Jun 92	2.7
: estimated rates	M	Jun 92	2.15
Duration: time series UK	M(Q)	Jun 92	2.8
Region and area			
Time series summary: by region	M	Jun 92	2.3
: assisted areas, travel-to work areas	M	Jun 92	2.4
: counties, local areas	M	Jun 92	2.9
: parliamentary counsituencies	M	Jun 92	2.10
Age and duration: summary	Q	Mar 92	2.6
Flows			
UK, time series	M	Jun 92	2.19
GB, time series	D	May 84	2.19
Age time series	M	Jun 92	2.20
Regions and duration	D	Oct 88	2.23/24/26
Age and duration	D	Oct 88	2.21/22/25
Students: by region	M	Jun 92	2.13
Disabled jobseekers: GB	M	Mar 92	9.3
International comparisons	M	Jun 92	2.18
Ethnic origin		Mar 90	125
Temporarily stopped			
Latest figures: by UK region	M	Jun 92	2.14
Vacancies			
Unfilled, inflow, outflow and placings seasonally adjusted	M	Jun 92	3.1
Unfilled seasonally adjusted by region	M	Jun 92	3.2
Unfilled unadjusted by region	M	Jun 92	3.3
● Redundancies			
Confirmed: GB time series	M	Jun 92	2.30
Regions	M	Jun 92	2.30
Industries	M	Jun 92	2.31
Advance notifications	S(M)	Feb 91	48
Payments: GB latest quarter	D	Jul 86	284
● Earnings and hours			
Average earnings			
Whole economy (New series) index			
Main industrial sectors	M	Jun 92	5.1
Industries	M	Jun 92	5.3
Underlying trend	Q(M)	Jul 91	364
New Earnings Survey (April estimates)	A	Nov 90	571
Latest key results			
Time series	M(A)	Jun 92	5.6
Average weekly and hourly earnings and hours worked [Manual workers]			
Manufacturing and certain other industries			
Summary (Oct)	B(A)	Jun 92	5.4
Detailed results	A	Apr 91	227
Holiday entitlements	A	Apr 90	222
Average earnings: non-manual employees	M(A)	Jun 92	5.5
Manufacturing			
International comparisons	M	Jun 92	5.9
Agriculture	A	May 90	253
Coal-mining	A	May 90	253

	Frequency	Latest issue	Table number or page
Overtime and short-time: manufacturing			
Latest figures: industry	M	Jun 92	1.1
Regions: summary	Q	Jun 92	1.13
Hours of work: manufacturing	M	Jun 92	1.1
● Output per head			
Output per head: quarterly and annual indices	M(Q)	Jun 92	1.8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Jun 92	5.8
Quarterly and annual indices	Q	Jun 92	5.8
● Labour costs			
Survey results 1988	Quadrennial	Sep 90	431
Per unit of output	Q	Jun 92	5.7
● Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Jun 92	6.2
: percentage changes	M	Jun 92	6.2
Recent movements and the index excluding seasonal foods	M	Jun 92	6.1
Main components: time series and weights	M	Jun 92	6.4
Changes on a year earlier: time series	M	Jun 92	6.5
Annual summary	A	May 89	242
Revision of weights	A	Apr 89	197
Pensioner household indices			
All items excluding housing	M(Q)	May 92	6.6
Group indices: annual averages	M(A)	Jun 92	6.7
Revision of weights	A	Jun 91	351
Food prices	M	Jun 92	6.3
London weighting: cost indices	D	May 82	267
International comparisons	M	Jun 92	6.8
● Household spending			
All expenditure: per household	Q	Jan 91	7.1
: per person	Q	Jan 91	7.1
Composition of expenditure			
Quarterly summary	Q	Jan 91	7.2
In detail	Q(A)	Jan 91	7.3
Household characteristics	Q(A)	Jan 91	7.3
● Industrial disputes: stoppages of work			
Summary: latest figures	M	Jun 92	4.1
: time series	M	Jun 92	4.2
Latest year and annual series	A	Jul 89	349
Industry			
Monthly: broad sector time series	M	Jun 92	4.1
Annual: detailed	A	Jul 90	337
: prominent stoppages	A	Jul 90	344
Main causes of stoppage			
Cumulative	M	Jun 92	4.1
Latest year for main industries	A	Jul 90	341
Size of stoppages	A	Jul 90	342
Days lost per 1,000 employees in recent years by industry	A	Jul 90	339
International comparisons	A	Dec 91	653
● Tourism			
Employment in tourism: by industry			
Time series GB	M	Jun 92	8.1
Overseas travel: earnings and expenditure	M	Jun 92	8.2
Overseas travel: visits to the UK by overseas residents	M	Jun 92	8.3
Visits abroad by UK residents	M	Jun 92	8.4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Apr 92	8.5
Visits abroad by country visited	Q	Apr 92	8.6
Visits to the UK by mode of travel and purpose of visit	Q	Apr 92	8.7
Visits abroad by mode of travel and purpose of visit	Q	Apr 92	8.8
Visitor nights	Q	Apr 92	8.9
● YTS			
Entrants: regions	D	Oct 90	9.1
● Regional aid			
Selective Assistance by region	Q	Jun 92	9.5
Selective Assistance by region and company	Q	Apr 92	9.6
Development Grants by region	Q	May 92	9.7
Development Grants by region and company	Q	May 92	9.8

* Frequency of publication, frequency of compilation shown in brackets (if different).
A Annual. **S** Six monthly. **Q** Quarterly. **M** Monthly. **B** Bi-monthly. **D** Discontinued.

STATISTICAL ENQUIRY *points*

For the convenience of Employment Gazette readers who require additional statistical information or advice, a selection of Employment Department enquiry telephone numbers are listed below.

● **GENERAL ENQUIRIES**

The latest published Employment Department statistics are available from the Public Enquiry Office **071-273 6969**

Press Enquiries **071-273 4961**

● **FOR STATISTICAL INFORMATION ON:**

Employment **0928 792563**

Employment census **0923 815312**

Employment Training and Youth Training **0742 597714**

Industrial disputes **0928 794294**

Labour Force Survey; labour force projections **071-273 5585**

Monthly Average Earnings Index **0928 794547**

New Earnings Survey (annual): levels of earnings and hours worked for groups of workers (males and females, industries, occupations, part-time and full-time); distribution of earnings; composition of earnings; hours worked **0928 794603/4**

Redundancies **0928 792050**

Retail Prices Index (Central Statistical Office) Ansafone service **0923 815281**

Skills surveys and research into skills shortages **0742 594216**

Small firms; self employment **0742 594420**

Tourism overseas and domestic, including day visits; tourism income and expenditure; tourism employment; International Passenger Survey **071-273 5507**

Trade union membership **0928 794294**

Travel-to-Work Areas (TTWAs), review of **071-273 5530**

Unemployment (claimant count) **071-273 5532**

Unit wage costs, productivity, international comparisons of earnings and labour costs **071-273 5535**

Vacancies notified to Jobcentres **071-273 5532**

Vocational qualifications **0742 597812**

Wage rates, basic hours **071-273 5571**

Workforce training **0742 593489**

Youth Cohort Study **0742 594194**

● **FOR ADVICE ON:**

Sources of labour market statistics **071-273 5532**

Labour market analysis and research related to qualifications, skills and training **0742 594952**

● **FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:**

NOMIS (the National On-line Manpower Information System) **091-374 2468/2490**

Quantime Ltd (on-line and other access to Labour Force Survey data) **071-625 7111**

Skills and Enterprise Network **0742 594075**

Photo: Laurie Sparham/Network

Projected trends in the regional labour force 1992-2001

This article presents projections of the civilian labour force in Scotland, Wales and the regions of England up to the year 2001, consistent with those published for Great Britain in April 1992. It also includes projections for Northern Ireland and the United Kingdom as a whole.

- **In the year 2001 the civilian labour force in the United Kingdom is projected to be nearly 29.6 million compared with an estimated mid-1991 level of just under 28.8 million.**
- **The female labour force is projected to increase in all regions and countries of the UK, but there are projected falls in the male labour force in around half the regions.**
- **Demographic decline, as indicated by the projected fall in the number of people aged under 35 in the labour force, will be shared by all regions; but in all but three (the Northern region, North West and Scotland) this is expected to be outweighed by rises in the number aged 35 and over, so that the overall labour force rises.**
- **In all regions, other than Greater London, labour force growth in the 1990s is projected to be slower than in the 1980s, reflecting lower expected increases in the population of working age.**
- **Female activity rates are projected to continue to rise in all regions, and by the year 2001 it is projected that in one region—the South West—the activity rate for the female population of working age will be within 11 percentage points of the male rate.**

The civilian labour force comprises people aged 16 or over who are either in civilian employment or unemployed on the ILO definition. The activity rate for a given age group is defined as the proportion of that group which is in the labour force. (For details of definitions please see *technical note* on page 303.)

Estimates of the civilian labour force in Great Britain up to 1991, together with projections to 2001, were published in the April 1992 issue of *Employment Gazette*[1]. They incorporated information from the 1991 Labour Force Survey and 1989-based population projections by the Government Actuary's Department. The estimates and projections presented here are a regional breakdown of these GB figures, plus projections for Northern Ireland and the United Kingdom as a whole.

All projections must rest on assumptions, and the assumptions made for the latest national projections are also embodied in the regional figures. These involve factors affecting both the future size of the population and the future level of activity rates. Among the former, assumptions about patterns of migration, using methodology developed by the Office of Population Censuses and Surveys[2] and the Government Actuary's Department[3],—both internationally and within the UK—are especially important.

Factors known to influence activity rates, about which assumptions have to be made, include the pressure of demand for labour, and the overall structure of the labour market. The pressure of demand, as indicated by the number of claimant unemployed, is conventionally assumed to remain broadly stable. Economic and social factors affecting the structure of the labour market are assumed to continue to develop in much the same way as they have in the past.

All these assumptions, and the possible implications for the future size of the labour force of departing from them, were described in more detail in the April 1992 article.

Starting from the population projections, summarised in *table 3*, which reflect the assumptions made about fertility, mortality and migration, to produce the regional projections, further assumptions have had to be made. The main one is that the relationships between a region's activity rates and the corresponding rates for Great Britain as a whole will continue at the level they reached in 1991.

Given the additional assumptions made, and given that the Labour Force Survey estimates for some regions and age groups are based on quite small sample sizes, it should be noted that the regional figures are subject to greater uncertainty than those for Great Britain or the United Kingdom as a whole.

Civilian labour force composition and trends

Table 1 presents estimates of the regional civilian labour force from 1981 to 1991 (excluding 1982, when there was no Labour Force Survey), and projections from 1992 to 2001. There is a minor change of definition in 1984; the different definitions are described in more detail in the *technical note*, and were discussed in the April 1992 *Employment Gazette* article.

The estimates and projections presented here for the regions of Great Britain supersede those released in January 1990[4]. Estimates for 1971, 1975, 1977 and 1979 remain as published in February 1986[5].

In most regions there were falls in the total labour force between 1981 and 1983, and in all there have been rises from

Table 1 Estimates and projections of the regional civilian labour force (aged 16 and over)

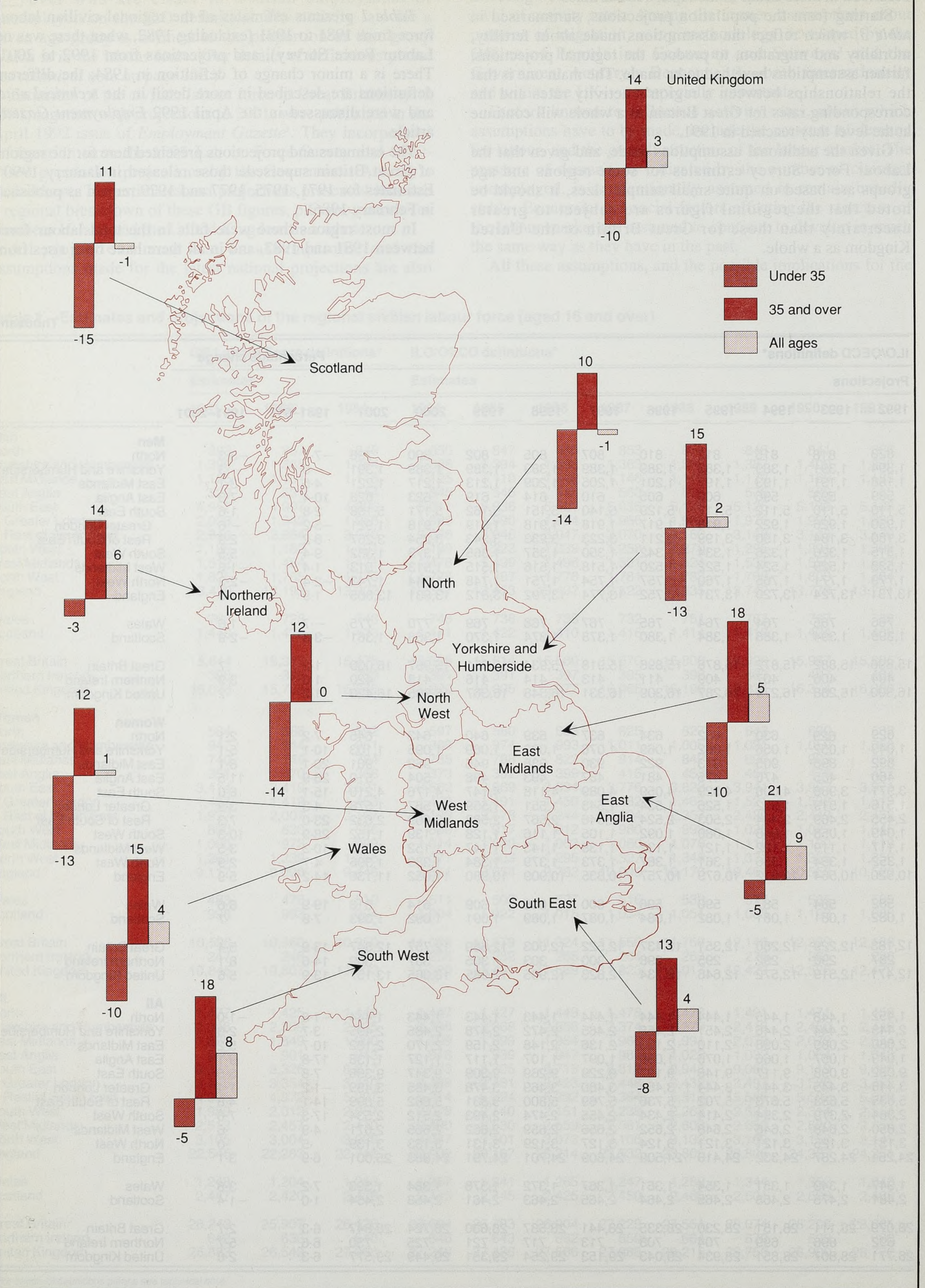
Thousands

	GB Labour Force definitions*			ILO/OECD definitions*							
	Estimates			Estimates							
	1981	1983	1984	1984	1985	1986	1987	1988	1989	1990	1991
Men											
North	893	857	848	850	847	846	853	851	848	841	826
Yorkshire and Humberside	1,399	1,365	1,364	1,368	1,394	1,363	1,363	1,365	1,387	1,400	1,396
East Midlands	1,125	1,101	1,115	1,125	1,110	1,142	1,146	1,148	1,179	1,169	1,185
East Anglia	529	531	544	545	546	548	563	569	576	589	585
South East	4,957	4,907	4,996	5,011	5,036	5,021	5,036	5,125	5,125	5,133	5,109
Greater London	2,008	1,942	1,956	1,986	1,990	1,974	1,966	1,965	1,976	1,990	1,933
Rest of South East	2,949	2,964	3,040	3,026	3,046	3,047	3,070	3,160	3,148	3,143	3,176
South West	1,189	1,182	1,191	1,199	1,223	1,239	1,258	1,270	1,295	1,291	1,309
West Midlands	1,512	1,484	1,471	1,476	1,499	1,496	1,521	1,524	1,536	1,550	1,537
North West	1,825	1,765	1,773	1,776	1,797	1,778	1,781	1,783	1,798	1,803	1,784
England	13,429	13,193	13,302	13,351	13,453	13,432	13,522	13,635	13,742	13,776	13,731
Wales	766	728	743	746	738	738	732	751	767	767	763
Scotland	1,449	1,426	1,433	1,441	1,422	1,410	1,416	1,414	1,418	1,424	1,402
Great Britain	15,644	15,347	15,478	15,538	15,614	15,580	15,670	15,800	15,928	15,967	15,895
Northern Ireland	395	388	388	391	391	397	395	398	403	407	404
United Kingdom	16,038	15,735	15,866	15,929	16,005	15,977	16,065	16,198	16,331	16,374	16,300
Women											
North	584	568	592	597	580	603	625	627	643	630	632
Yorkshire and Humberside	947	944	961	969	974	993	1,011	1,005	1,031	1,050	1,050
East Midlands	740	748	784	785	788	822	814	842	898	903	889
East Anglia	351	370	368	373	392	399	416	453	456	476	457
South East	3,414	3,419	3,621	3,662	3,669	3,694	3,776	3,823	3,941	3,987	3,971
Greater London	1,437	1,412	1,453	1,473	1,491	1,450	1,482	1,467	1,521	1,538	1,519
Rest of South East	1,977	2,007	2,167	2,189	2,178	2,244	2,294	2,357	2,420	2,449	2,453
South West	800	830	866	880	917	912	980	993	1,028	1,023	1,045
West Midlands	1,000	973	999	1,014	1,030	1,063	1,060	1,078	1,118	1,130	1,119
North West	1,281	1,239	1,255	1,271	1,303	1,295	1,327	1,348	1,371	1,355	1,356
England	9,117	9,090	9,446	9,551	9,654	9,782	10,009	10,170	10,487	10,553	10,520
Wales	483	476	510	511	503	527	516	530	577	585	580
Scotland	998	993	994	1,004	1,022	1,015	1,034	1,051	1,083	1,103	1,086
Great Britain	10,598	10,560	10,950	11,066	11,179	11,324	11,559	11,750	12,146	12,239	12,186
Northern Ireland	247	248	251	255	252	265	264	267	276	285	286
United Kingdom	10,845	10,807	11,202	11,320	11,431	11,589	11,823	12,017	12,422	12,526	12,472
All											
North	1,477	1,425	1,440	1,447	1,427	1,449	1,478	1,478	1,491	1,471	1,458
Yorkshire and Humberside	2,346	2,309	2,325	2,338	2,368	2,356	2,374	2,370	2,418	2,450	2,446
East Midlands	1,865	1,849	1,900	1,909	1,899	1,964	1,960	1,991	2,078	2,072	2,074
East Anglia	880	901	913	918	939	947	980	1,022	1,032	1,064	1,043
South East	8,371	8,326	8,617	8,673	8,705	8,715	8,812	8,948	9,066	9,119	9,080
Greater London	3,445	3,354	3,410	3,459	3,481	3,423	3,448	3,432	3,497	3,528	3,452
Rest of South East	4,926	4,972	5,207	5,214	5,224	5,292	5,364	5,517	5,568	5,592	5,629
South West	1,989	2,012	2,057	2,079	2,140	2,151	2,238	2,263	2,323	2,314	2,354
West Midlands	2,512	2,457	2,470	2,490	2,530	2,559	2,581	2,602	2,653	2,680	2,656
North West	3,105	3,004	3,028	3,047	3,101	3,073	3,108	3,132	3,169	3,158	3,141
England	22,546	22,283	22,748	22,902	23,107	23,214	23,532	23,805	23,805	24,327	24,251
Wales	1,248	1,204	1,253	1,257	1,241	1,265	1,247	1,280	1,344	1,352	1,343
Scotland	2,447	2,420	2,428	2,445	2,445	2,425	2,450	2,465	2,501	2,529	2,488
Great Britain	26,242	25,907	26,428	26,604	26,793	26,904	27,229	27,551	28,074	28,206	28,081
Northern Ireland	642	636	640	646	643	662	659	664	679	693	690
United Kingdom	26,883	26,542	27,068	27,249	27,436	27,566	27,888	28,215	28,753	28,900	28,772

	ILO/OECD definitions*										Percentage change	
	Projections											
	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	1981–91†	1991–2001
Men												
North	823	818	815	812	810	807	805	802	800	798	−7·7	−3·3
Yorkshire and Humberside	1,394	1,391	1,389	1,389	1,389	1,389	1,389	1,389	1,389	1,391	−·6	−·3
East Midlands	1,188	1,191	1,193	1,197	1,201	1,205	1,209	1,213	1,217	1,221	4·5	3·1
East Anglia	589	593	596	600	605	610	614	619	623	628	10·4	7·3
South East	5,110	5,110	5,112	5,117	5,129	5,140	5,151	5,162	5,171	5,188	2·8	1·6
Greater London	1,930	1,926	1,922	1,918	1,917	1,918	1,918	1,919	1,918	1,921	−5·2	−·6
Rest of South East	3,180	3,184	3,190	3,199	3,211	3,223	3,233	3,243	3,254	3,267	8·2	2·9
South West	1,315	1,320	1,326	1,334	1,342	1,350	1,357	1,365	1,373	1,382	9·4	5·5
West Midlands	1,533	1,529	1,524	1,522	1,520	1,518	1,516	1,515	1,513	1,513	1·4	−1·6
North West	1,779	1,771	1,765	1,760	1,757	1,754	1,751	1,748	1,744	1,743	−2·4	−2·3
England	13,731	13,724	13,720	13,731	13,752	13,774	13,792	13,812	13,831	13,865	1·9	1·0
Wales	766	765	764	764	765	767	768	769	770	775	−·7	1·6
Scotland	1,399	1,394	1,388	1,384	1,380	1,378	1,374	1,370	1,366	1,361	−3·8	−2·9
Great Britain	15,896	15,882	15,872	15,878	15,898	15,918	15,934	15,951	15,967	16,000	1·2	·7
Northern Ireland	404	406	407	409	411	413	414	416	418	420	1·6	3·9
United Kingdom	16,300	16,288	16,279	16,287	16,309	16,331	16,348	16,367	16,385	16,420	1·2	·7
Women												
North	629	629	630	632	634	637	639	640	643	645	7·2	2·1
Yorkshire and Humberside	1,049	1,052	1,056	1,062	1,069	1,076	1,083	1,089	1,096	1,103	10·1	5·1
East Midlands	892	898	905	913	922	930	938	946	953	961	20·1	8·1
East Anglia	460	465	470	475	481	487	493	498	504	510	28·9	11·5
South East	3,971	3,988	4,006	4,029	4,059	4,089	4,118	4,147	4,176	4,210	15·1	6·0
Greater London	1,516	1,519	1,522	1,526	1,534	1,543	1,551	1,559	1,567	1,578	4·3	3·9
Rest of South East	2,455	2,469	2,484	2,503	2,524	2,546	2,567	2,588	2,609	2,632	23·0	7·3
South West	1,049	1,058	1,068	1,080	1,092	1,105	1,116	1,128	1,139	1,152	28·9	10·3
West Midlands	1,117	1,119	1,122	1,127	1,132	1,138	1,143	1,147	1,152	1,158	10·3	3·5
North West	1,352	1,354	1,356	1,361	1,367	1,373	1,379	1,384	1,389	1,396	4·7	2·9
England	10,520	10,564	10,612	10,679	10,757	10,835	10,909	10,980	11,052	11,136	14·2	5·9
Wales	582	584	587	590	596	600	605	609	614	618	19·9	6·6
Scotland	1,082	1,081	1,081	1,082	1,084	1,087	1,089	1,091	1,092	1,093	7·8	·7
Great Britain	12,183	12,229	12,280	12,351	12,437	12,522	12,603	12,680	12,757	12,847	13·9	5·4
Northern Ireland	287	290	292	295	298	300	303	305	307	309	14·6	8·1
United Kingdom	12,471	12,519	12,572	12,646	12,734	12,823	12,905	12,985	13,065	13,157	13·9	5·5
All												
North	1,452	1,448	1,445	1,444	1,444	1,444	1,443	1,443	1,443	1,444	−1·8	−1·0
Yorkshire and Humberside	2,443	2,444	2,446	2,451	2,458	2,465	2,472	2,478	2,485	2,495	3·7	2·0
East Midlands	2,080	2,089	2,098	2,110	2,123	2,136	2,148	2,159	2,170	2,182	10·7	5·2
East Anglia	1,049	1,057	1,066	1,076	1,086	1,097	1,107	1,117	1,127	1,138	17·8	9·1
South East	9,082	9,098	9,117	9,146	9,187	9,229	9,269	9,309	9,347	9,398	7·8	3·5
Greater London	3,446	3,445	3,444	3,444	3,451	3,460	3,469	3,478	3,485	3,499	−1·2	1·4
Rest of South East	5,635	5,653	5,673	5,702	5,736	5,769	5,800	5,831	5,862	5,899	14·1	4·8
South West	2,364	2,379	2,394	2,414	2,434	2,455	2,474	2,493	2,512	2,534	17·3	7·6
West Midlands	2,650	2,648	2,646	2,648	2,652	2,656	2,659	2,662	2,665	2,671	4·9	·6
North West	3,131	3,125	3,121	3,121	3,124	3,127	3,129	3,131	3,133	3,139	·5	·0
England	24,251	24,287	24,332	24,410	24,509	24,609	24,701	24,791	24,883	25,001	6·9	3·1
Wales	1,347	1,349	1,351	1,354	1,361	1,367	1,372	1,378	1,384	1,393	7·2	3·8
Scotland	2,481	2,475	2,468	2,465	2,464	2,465	2,463	2,461	2,458	2,454	1·0	−1·4
Great Britain	28,079	28,111	28,151	28,230	28,335	28,441	28,537	28,630	28,724	28,847	6·3	2·7
Northern Ireland	692	696	699	704	708	713	717	721	725	730	6·6	5·7
United Kingdom	28,771	28,807	28,851	28,934	29,043	29,153	29,254	29,351	29,449	29,577	6·3	2·8

* For details of definitions please see *technical note*.
† Allowing for change of definitions.

Figure 1 Projected growth in the civilian labour force by age, 1991 - 2001 (per cent)



1983 to 1990. However, in 1991 there was a general decline resulting from the recession. Overall, changes in the labour force between 1981 and 1991 (after allowing for the change of definition in 1984—see *technical note*) ranged from small falls in Greater London and the Northern region to a rise of 18 per cent in East Anglia.

Beyond 1991, the labour force in Great Britain and the United Kingdom as a whole is projected to continue growing, though at a slower rate than in the recent past. This slowdown in the annual average growth rate is expected to be shared by all regions, apart from Greater London, where the rate of increase in the number of women is projected to be higher.

There is again considerable variation: from a projected 1991-2001 fall of 2 per cent in Scotland to a rise of 9 per cent in East Anglia.

Table 2 Components of change in the regional civilian labour force as percentage of the labour force

	1981-91 change* as per cent of 1981 labour force			1991-2001 change as per cent of 1991 labour force		
	Population effect	Activity rate effect	Total change	Population effect	Activity rate effect	Total change
North	1.5	-9.2	-7.7	-1.3	-2.0	-3.3
Yorkshire and Humberside	4.4	-5.0	-0.6	1.4	-1.7	-0.3
East Midlands	8.7	-4.3	4.5	4.6	-1.5	3.1
East Anglia	12.7	-2.3	10.4	8.4	-1.2	7.3
South East	5.6	-2.8	2.8	2.6	-1.0	1.6
Greater London	0.9	-6.1	-5.2	-1.0	0.3	-0.6
Rest of South East	8.7	-0.5	8.2	4.7	-1.8	3.0
South West	10.7	-1.3	9.4	6.9	-1.3	5.5
West Midlands	4.8	-3.4	1.4	1.0	-2.6	-1.6
North West	2.9	-5.4	-2.4	-0.2	-2.1	-2.3
England	5.8	-3.9	1.9	2.5	-1.5	1.0
Wales	5.5	-6.3	-0.7	3.5	-1.9	1.6
Scotland	2.9	-6.7	-3.8	-0.7	-2.2	-2.9
Great Britain	5.5	-4.2	1.2	2.3	-1.6	0.7
Northern Ireland	10.0	-8.4	1.6	4.9	-0.9	3.9
United Kingdom	5.6	-4.3	1.2	2.3	-1.6	0.7
Women						
North	0.9	6.4	7.2	-1.7	3.8	2.1
Yorkshire and Humberside	3.7	6.4	10.1	0.2	4.9	5.1
East Midlands	8.6	11.5	20.1	4.3	3.8	8.1
East Anglia	14.0	14.9	28.9	7.0	4.6	11.5
South East	4.3	10.9	15.1	0.7	5.3	6.0
Greater London	-1.2	5.5	4.3	-3.3	7.2	3.9
Rest of South East	8.3	14.7	23.0	3.3	4.1	7.4
South West	11.1	17.8	28.9	5.3	5.0	10.3
West Midlands	3.7	6.7	10.3	0.1	3.4	3.5
North West	0.8	3.8	4.7	-1.8	4.7	2.9
England	4.8	9.4	14.2	1.1	4.7	5.9
Wales	6.1	13.8	19.9	1.1	5.5	6.6
Scotland	1.1	6.8	7.8	-2.1	2.7	0.7
Great Britain	4.5	9.4	13.9	0.9	4.6	5.4
Northern Ireland	6.8	7.8	14.6	3.3	4.8	8.1
United Kingdom	4.5	9.4	13.9	0.9	4.6	5.5
All						
North	1.2	-3.0	-1.8	-1.6	0.6	-1.0
Yorkshire and Humberside	4.0	-0.3	3.7	0.8	1.2	2.0
East Midlands	8.6	2.1	10.7	4.4	0.8	5.2
East Anglia	13.3	4.5	17.8	7.7	1.4	9.1
South East	4.9	2.9	7.8	1.6	1.9	3.5
Greater London	-0.1	-1.1	-1.2	-2.2	3.6	1.4
Rest of South East	8.5	5.7	14.1	4.0	0.9	4.9
South West	10.9	6.4	17.3	6.0	1.6	7.6
West Midlands	4.3	0.7	4.9	0.5	0.0	0.6
North West	1.9	-1.4	0.5	-1.0	1.0	-0.0
England	5.3	1.6	6.9	1.8	1.3	3.1
Wales	5.7	1.5	7.2	2.2	1.5	3.8
Scotland	2.1	-1.1	1.0	-1.4	0.1	-1.4
Great Britain	5.0	1.4	6.3	1.6	1.2	2.7
Northern Ireland	8.4	-1.8	6.6	4.1	1.6	5.7
United Kingdom	5.1	1.3	6.4	1.6	1.2	2.8

* Allowing for change of definitions.

Figure 2 Changes in the civilian labour force 1988 - 1991

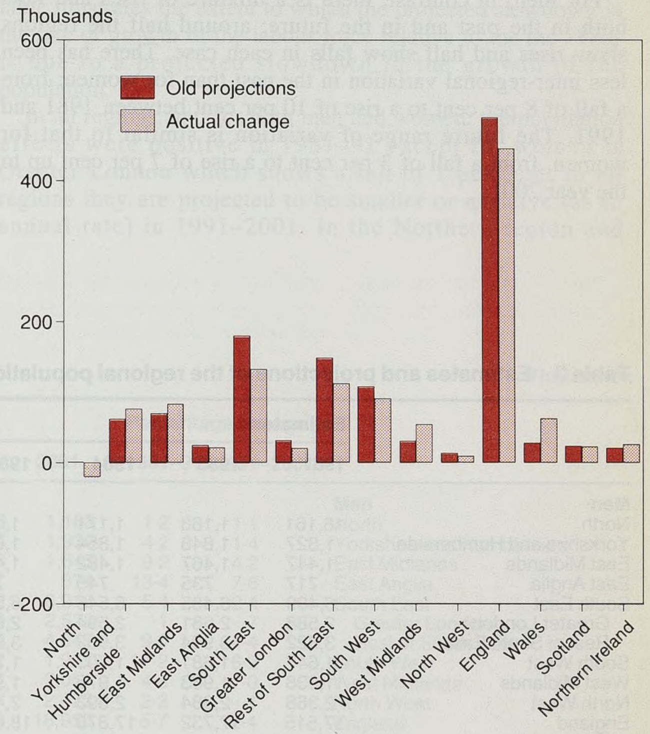
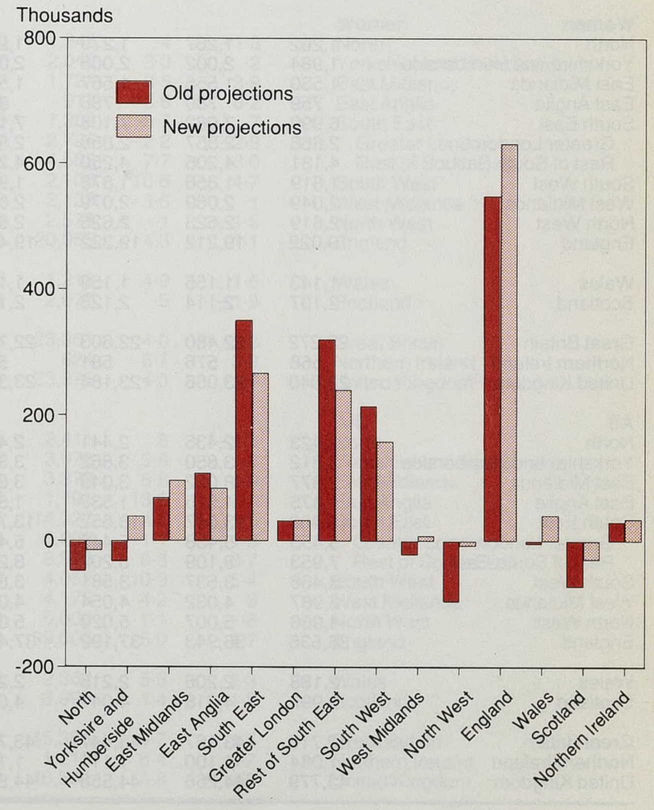


Figure 3 Changes in the civilian labour force 1991-2000



Trends for men and women

In all regions, the female labour force grew between 1981 and 1991, and is projected to continue growing more slowly to the end of the century. The 1981–91 rises range between 4 per cent and 29 per cent and the 1991–2001 projected rises are between 0.7 per cent and 12 per cent.

For men, in contrast, there is a mixture of rises and falls both in the past and in the future: around half the regions show rises and half show falls in each case. There has been less inter-regional variation in the past than for women: from a fall of 8 per cent to a rise of 10 per cent between 1981 and 1991. The future range of variation is similar to that for women, from a fall of 3 per cent to a rise of 7 per cent up to the year 2001.

Trends by age

The falling number of young people in the labour market, reflecting the fall in birth rates after the baby boom of the 1960s, continues to command attention. *Figure 1* summarises the different movements projected between 1991 and 2001 for under 35 year olds and for people aged 35 years and over. Between 1991 and 2001 the number of people aged less than 20 in the labour force is expected to remain broadly stable, there will be a fall of over 1 million in the number of 20-34 years olds in the labour force which will be offset by an increase of more than 2 million 35-59 year olds.

It can be seen that in all regions the number of under 35 year olds in the labour force is expected to fall. The extent of the fall varies from 3 per cent in Northern Ireland to 15 per cent in Scotland.

The projected rise in the labour force aged 35 years and over is also shared by all regions, and ranges from 10 per cent in the Northern region to 21 per cent in East Anglia. These percentage rises are generally larger than the percentage falls for younger people, and of course they have a greater impact on the total size of the labour force because the over 35s make up a much greater proportion of the total. (In interpreting these figures for individual age groups, it should be borne in mind that even greater uncertainty applies to them than to the regional projections as a whole.)

Population effects and activity rate effects

Any movement over time in the size of the labour force can be split into two components: the *population effect*, the movement which is due to changes in the size of the population in different age groups, and which would have occurred if activity rates had not changed; and the *activity rate effect*, which is due to changes in the proportion of the population in each age group in the labour force.

Table 2 compares the relative sizes of the population effects and activity rate effects for 1981–91 and 1991–2001. The table illustrates the extent to which the projected slowdown in the rate of growth of the labour force relative to the the 1980s is due to a projected slowdown in the growth of the population.

In all regions, and for both men and women, the population effects were positive in 1981–91 except for women in Greater London which shows a fall of 1 per cent. In all regions they are projected to be smaller or negative (at an annual rate) in 1991–2001. In the Northern region and

Table 3 Estimates and projections of the regional population (aged 16 and over)

Thousands

	Estimates									Projections	
	1981	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992
Men											
North	16,161	1,168	1,171	1,175	1,176	1,179	1,179	1,183	1,185	1,178	1,175
Yorkshire and Humberside	1,827	1,848	1,854	1,865	1,870	1,877	1,886	1,898	1,904	1,904	1,904
East Midlands	1,447	1,467	1,482	1,498	1,514	1,529	1,544	1,557	1,566	1,573	1,579
East Anglia	717	735	745	757	766	777	785	791	797	806	812
South East	6,409	6,485	6,546	6,598	6,632	6,673	6,692	6,710	6,735	6,747	6,755
Greater London	2,588	2,581	2,594	2,601	2,602	2,604	2,591	2,596	2,607	2,597	2,591
Rest of South East	3,822	3,904	3,952	3,997	4,030	4,069	4,101	4,114	4,128	4,150	4,164
South West	1,647	1,681	1,703	1,723	1,744	1,767	1,787	1,795	1,799	1,820	1,831
West Midlands	1,938	1,963	1,975	1,987	1,995	2,009	2,018	2,025	2,028	2,031	2,031
North West	2,368	2,384	2,393	2,402	2,406	2,414	2,419	2,429	2,435	2,427	2,423
England	17,515	17,732	17,870	18,003	18,103	18,225	18,310	18,388	18,447	18,487	18,511
Wales	1,044	1,051	1,057	1,063	1,070	1,080	1,089	1,095	1,097	1,105	1,110
Scotland	1,885	1,904	1,917	1,926	1,931	1,936	1,935	1,937	1,943	1,932	1,932
Great Britain	20,444	20,687	20,844	20,992	21,103	21,241	21,335	21,421	21,488	21,524	21,552
Northern Ireland	516	524	530	535	540	545	547	551	564	567	569
United Kingdom	2,960	21,211	21,374	21,527	21,643	21,786	21,882	21,971	22,051	22,091	22,121
Women											
North	1,262	1,267	1,270	1,271	1,272	1,275	1,275	1,276	1,276	1,271	1,267
Yorkshire and Humberside	1,984	2,002	2,008	2,015	2,019	2,025	2,032	2,044	2,045	2,045	2,044
East Midlands	1,530	1,555	1,567	1,583	1,596	1,611	1,625	1,638	1,644	1,653	1,660
East Anglia	759	780	788	803	816	828	838	843	849	857	863
South East	6,999	7,062	7,106	7,151	7,193	7,223	7,231	7,239	7,248	7,255	7,255
Greater London	2,868	2,857	2,856	2,858	2,860	2,855	2,833	2,832	2,833	2,819	2,806
Rest of South East	4,131	4,205	4,250	4,292	4,333	4,368	4,398	4,407	4,415	4,436	4,449
South West	1,819	1,856	1,878	1,902	1,924	1,948	1,969	1,978	1,982	2,001	2,012
West Midlands	2,049	2,069	2,079	2,090	2,096	2,110	2,117	2,122	2,120	2,123	2,122
North West	2,619	2,623	2,626	2,629	2,629	2,634	2,632	2,636	2,632	2,625	2,618
England	19,022	19,212	19,322	19,441	19,545	19,645	19,718	19,774	19,795	19,830	19,842
Wales	1,143	1,155	1,158	1,163	1,169	1,178	1,189	1,197	1,200	1,205	1,199
Scotland	2,107	2,114	2,123	2,129	2,128	2,133	2,131	2,133	2,137	2,121	2,118
Great Britain	22,272	22,480	22,603	22,733	22,843	22,965	23,038	23,104	23,132	23,156	23,158
Northern Ireland	568	576	581	586	590	595	597	600	602	604	606
United Kingdom	22,840	23,056	23,184	23,319	23,433	23,560	23,635	23,704	23,735	23,760	23,764
All											
North	2,423	2,435	2,441	2,445	2,448	2,454	2,454	2,459	2,460	2,449	2,442
Yorkshire and Humberside	3,812	3,850	3,862	3,879	3,889	3,902	3,918	3,942	3,949	3,949	3,948
East Midlands	2,977	3,022	3,049	3,080	3,110	3,140	3,169	3,195	3,209	3,226	3,239
East Anglia	1,475	1,515	1,533	1,559	1,582	1,605	1,623	1,634	1,645	1,663	1,676
South East	13,408	13,547	13,652	13,748	13,825	13,896	13,923	13,948	13,983	14,002	14,010
Greater London	5,455	5,438	5,449	5,459	5,462	5,459	5,424	5,428	5,441	5,416	5,397
Rest of South East	7,953	8,109	8,202	8,289	8,363	8,437	8,500	8,520	8,543	8,585	8,613
South West	3,466	3,537	3,581	3,625	3,668	3,714	3,756	3,772	3,781	3,821	3,843
West Midlands	3,987	4,032	4,054	4,077	4,091	4,119	4,135	4,147	4,147	4,154	4,153
North West	4,988	5,007	5,020	5,031	5,036	5,048	5,050	5,065	5,067	5,052	5,041
England	36,536	36,943	37,192	37,444	37,648	37,879	38,028	38,163	38,242	38,316	38,353
Wales	2,188	2,206	2,215	2,226	2,239	2,258	2,279	2,292	2,297	2,310	2,309
Scotland	3,992	4,018	4,041	4,055	4,059	4,069	4,066	4,069	4,080	4,053	4,049
Great Britain	42,716	43,167	43,447	43,725	43,946	44,206	44,373	44,525	44,621	44,680	44,711
Northern Ireland	1,084	1,100	1,111	1,121	1,130	1,139	1,144	1,151	1,167	1,171	1,175
United Kingdom	43,779	44,266	44,558	44,846	45,076	45,346	45,517	45,675	45,786	45,851	45,886

	1993	1994	1995	1996	1997	1998	1999	2000	2001	Percentage change 1981–91	1991–2001
Men											
North	1,172	1,169	1,168	1,167	1,166	1,165	1,164	1,163	1,163	1·2	−1·1
Yorkshire and Humberside	1,904	1,904	1,908	1,911	1,915	1,919	1,922	1,926	1,930	4·2	1·4
East Midlands	1,585	1,590	1,598	1,607	1,615	1,623	1,630	1,638	1,645	9·2	4·2
East Anglia	818	824	831	839	846	853	860	867	874	13·4	7·6
South East	6,761	6,769	6,786	6,808	6,830	6,851	6,872	6,892	6,919	5·4	2·4
Greater London	2,583	2,576	2,571	2,570	2,569	2,569	2,568	2,568	2,572	·1	−·7
Rest of South East	4,178	4,193	4,215	4,238	4,261	4,282	4,304	4,324	4,347	9·0	4·4
South West	1,842	1,852	1,866	1,880	1,893	1,906	1,919	1,932	1,945	11·2	6·2
West Midlands	2,030	2,030	2,033	2,036	2,040	2,042	2,045	2,047	2,051	4·8	1·0
North West	2,418	2,414	2,414	2,416	2,417	2,418	2,418	2,419	2,422	2·3	−·1
England	18,529	18,554	18,603	18,663	18,722	18,777	18,832	18,884	18,950	5·7	2·4
Wales	1,111	1,113	1,115	1,120	1,124	1,127	1,131	1,134	1,144	6·3	3·1
Scotland	1,928	1,925	1,925	1,925	1,926	1,926	1,926	1,924	1,918	2·5	−·7
Great Britain	21,569	21,591	21,643	21,708	21,772	21,830	21,888	21,943	22,012	5·4	2·1
Northern Ireland	571	573	576	579	582	585	588	591	594	10·3	4·5
United Kingdom	22,140	22,164	22,219	22,287	22,354	22,415	22,476	22,534	22,606	5·5	2·2
Women											
North	1,263	1,259	1,257	1,256	1,254	1,253	1,251	1,250	1,248	·4	−1·5
Yorkshire and Humberside	2,041	2,039	2,040	2,042	2,043	2,044	2,045	2,047	2,049	3·0	·2
East Midlands	1,666	1,672	1,679	1,688	1,695	1,703	1,710	1,717	1,724	8·5	3·9
East Anglia	869	874	881	887	894	900	905	911	917	13·8	6·2
South East	7,249	7,245	7,249	7,259	7,269	7,276	7,285	7,293	7,308	3·7	·7
Greater London	2,790	2,774	2,762	2,754	2,746	2,739	2,733	2,727	2,725	−2·2	−2·9
Rest of South East	4,459	4,471	4,487	4,505	4,522	4,537	4,552	4,566	4,582	7·7	3·0
South West	2,021	2,030	2,042	2,054	2,065	2,075	2,086	2,096	2,106	10·6	4·7
West Midlands	2,120	2,118	2,119	2,120	2,122	2,122	2,123	2,123	2,125	3·6	·1
North West	2,609	2,601	2,596	2,593	2,590	2,587	2,583	2,580	2,578	−·1	−1·5
England	19,837	19,839	19,864	19,899	19,932	19,960	19,988	20,016	20,055	4·3	1·1
Wales	1,200	1,200	1,202	1,205	1,208	1,210	1,213	1,215	1,218	4·9	1·6
Scotland	2,111	2,104	2,100	2,096	2,094	2,090	2,086	2,081	2,077	·5	−1·9
Great Britain	23,148	23,144	23,165	23,200	23,233	23,260	23,287	23,312	23,351	4·0	·8
Northern Ireland	607	609	611	614	616	618	620	622	624	6·7	3·0
United Kingdom	23,755	23,752	23,776	23,814	23,849	23,878	23,907	23,934	23,975	4·0	·9
All											
North	2,435	2,428	2,425	2,423	2,420	2,418	2,415	2,413	2,411	·8	−1·3
Yorkshire and Humberside	3,945	3,944	3,947	3,953	3,958	3,963	3,968	3,972	3,979	3·6	·8
East Midlands	3,250	3,262	3,278	3,294	3,310	3,325	3,340	3,354	3,370	8·8	4·0
East Anglia	1,687	1,699	1,712	1,726	1,740	1,753	1,766	1,778	1,791	13·6	6·9
South East	14,010	14,014	14,035	14,067	14,099	14,127	14,157	14,185	14,227	4·5	1·5
Greater London	5,373	5,350	5,332	5,324	5,316	5,308	5,301	5,294	5,298	−1·1	−1·8
Rest of South East	8,637	8,664	8,702	8,743	8,783	8,819	8,856	8,891	8,929	8·3	3·7
South West	3,862	3,883	3,908	3,933	3,958	3,982	4,005	4,028	4,052	10·9	5·4
West Midlands	4,150	4,148	4,152	4,156	4,161	4,164	4,168	4,171	4,176	4·2	·6
North West	5,027	5,015	5,011	5,009	5,007	5,004	5,002	4,999	5,000	1·1	−·8
England	38,366	38,393	38,467	38,562	38,654	38,736	38,820	38,900	39,005	5·0	1·7
Wales	2,311	2,313	2,317	2,325	2,331	2,337	2,343	2,349	2,362	5·5	2·3
Scotland	4,039	4,029	4,024	4,021	4,020	4,017	4,012	4,005	3,995	1·4	−1·3
Great Britain	44,717	44,735	44,808	44,908	45,005	45,090	45,175	45,255	45,363	4·7	1·5
Northern Ireland	1,178	1,182	1,187	1,193	1,198	1,203	1,208	1,213	1,219	8·4	3·7
United Kingdom	45,895	45,917	45,995	46,101	46,203	46,293	46,383	46,468	46,581	4·8	1·5

Scotland they are actually expected to become negative to such a degree as to outweigh positive activity rate effects and give projected falls in the labour force. In the North West they balance out so that the levels in 2001 and 1991 are equal.

Activity rate effects were positive in all regions for women and negative for men in the period 1981-91 (which included the rapid downturn in male activity rates in 1981-83). They are generally projected to continue being positive for women and become much less negative for men. The reasons for these patterns at a national level were discussed in more detail in the April 1992 article.

Population and activity rate projections

Corresponding to this logical division between population and activity rate effects, the way the projections are actually put together also falls into two parts. The population projections are based on the latest available from the Office of Population Censuses and Surveys (OPCS), and the Government Actuary's Department (GAD) in consultation with the General Register Offices for Scotland and Northern Ireland. They allow for different fertility and mortality patterns in the different regions, and for migration between them. More details are given in the *technical note.*

The second stage of the labour force projections involves projecting regional *activity rates*. This has been done by maintaining constant, as a working assumption, the regional 'relativities'—the ratios of each region's activity rates to the corresponding Great Britain rates—at their 1991 level. (Details of how this assumption differs from those made in the past are contained in the *technical note*). However, it is not intended to imply that these relativities are expected to remain constant over time. It is likely that, as was experienced during the 1980s, changing economic conditions will have differential effects on regional activity rates. The 1991 regional relativities have then been applied to the projected GB activity rates (as published in the April 1992 article) to give regional activity rate projections. The GB activity rate projections are made on the assumption of constant unemployment and are also likely to be subject to changing economic conditions.

The results of the activity rate projections are presented in *table 4*, which gives the rates for the population of working age in each region, i.e. excluding men aged 65 or over and women aged 60 or over. It is these activity rates, separately for each age group (together with those over retirement age), which were applied to the regional population projections in *table 3*, to give the civilian labour force projections in *table 1*.

Comparison with previous projections

Two sorts of comparisons with the figures for 1991 released in January 1990 for the regions of the United Kingdom are of interest. First, the new estimates for 1991 can be compared with the projections for that year. It is still useful to make a broad comparison of the 1988-91 changes shown by the two sets of figures, and this is done in *figure 2*.

Nationally, the projection turned out very close to the estimate. The regional differences were relatively small, with

Table 4 Estimates and projections of regional civilian activity rates (working age)**

Per cent

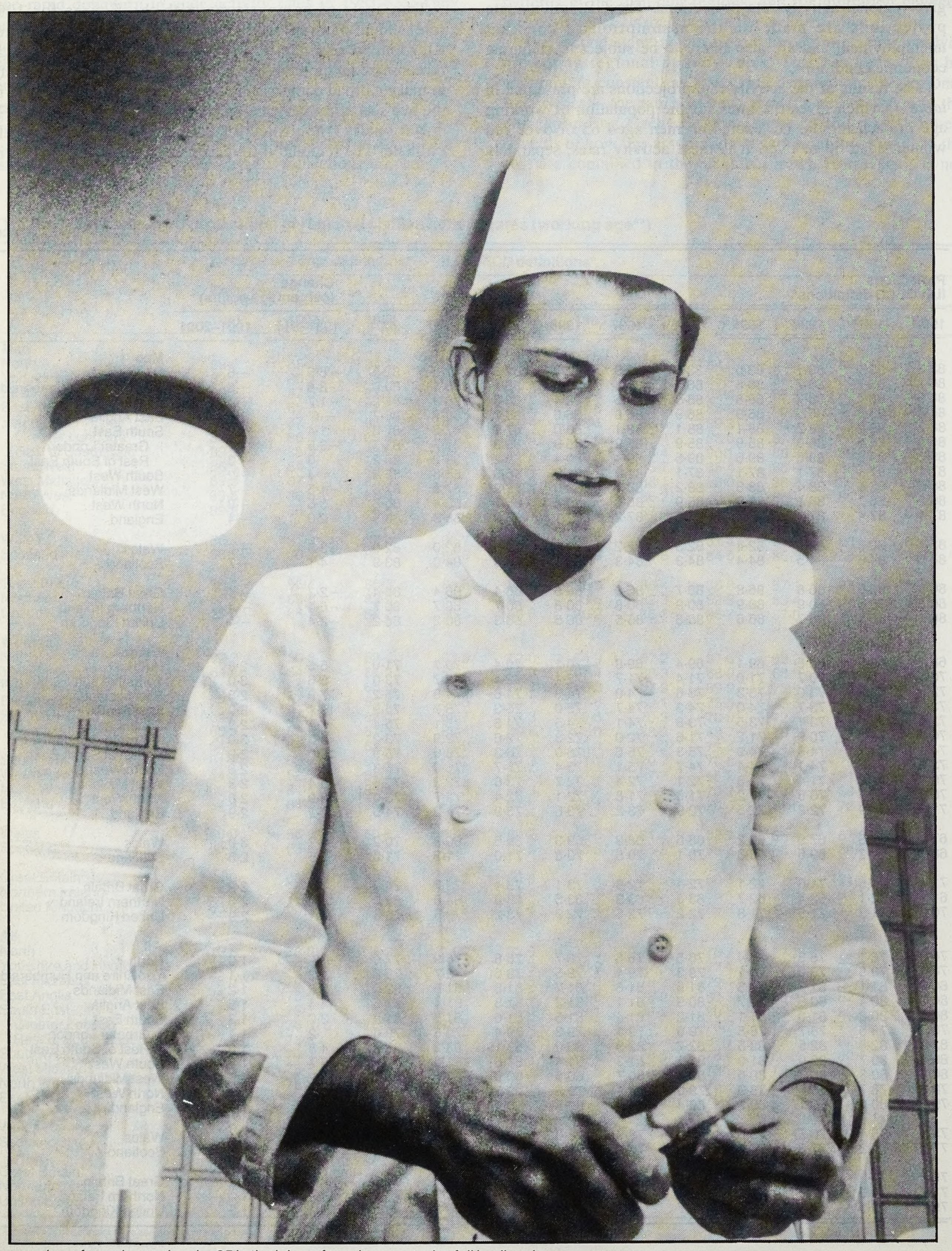
	GB Labour Force definitions*			ILO/OECD definitions*							
	Estimates			Estimates							
	1981	1983	1984	1984	1985	1986	1987	1988	1989	1990	1991
Men											
North	89·6	85·1	84·1	84·3	84·2	84·2	85·1	84·9	84·4	83·5	83·1
Yorkshire and Humberside	89·4	86·3	85·6	85·9	87·3	85·5	85·4	85·4	86·0	86·7	86·6
East Midlands	90·2	87·5	87·2	88·0	86·6	88·2	87·5	87·4	88·6	87·7	88·5
East Anglia	87·2	85·5	86·4	86·5	85·2	84·6	86·0	86·5	86·6	87·6	86·6
South East	89·4	87·7	88·1	88·4	88·4	88·1	88·0	89·3	88·8	88·7	88·0
Greater London	89·4	86·9	86·9	88·2	87·9	87·6	87·4	88·0	87·6	88·0	85·7
Rest of South East	89·5	88·2	88·9	88·5	88·7	88·4	88·4	90·1	89·5	89·1	89·5
South West	86·6	84·4	83·8	84·4	85·5	85·5	85·7	85·4	86·9	86·5	87·0
West Midlands	89·9	87·1	85·9	86·1	87·0	86·9	88·1	88·0	88·2	89·2	88·4
North West	89·6	86·0	86·0	86·1	87·0	86·2	86·2	86·2	86·4	86·8	86·2
England	89·2	86·7	86·5	86·8	87·1	86·8	87·0	87·4	87·6	87·6	87·2
Wales	86·4	81·9	82·4	82·7	81·5	81·5	80·5	81·4	83·3	83·6	82·6
Scotland	88·7	86·3	86·2	86·6	85·5	84·5	84·8	84·5	85·1	85·3	84·6
Great Britain	89·1	86·4	86·3	86·6	86·7	86·3	86·4	86·8	87·1	87·2	86·8
Northern Ireland	87·5	83·8	82·9	83·6	83·1	83·5	82·3	82·9	83·4	81·8	81·1
United Kingdom	89·0	86·3	86·2	86·5	86·6	86·2	86·3	86·7	87·0	87·1	86·6
Women											
North	62·7	60·8	63·4	63·9	62·0	64·9	67·2	67·6	69·2	67·5	68·2
Yorkshire and Humberside	64·4	64·1	65·2	65·7	66·3	67·4	68·3	68·0	68·9	69·8	70·1
East Midlands	64·5	64·4	66·9	66·9	67·3	69·3	67·9	69·9	73·4	73·3	72·3
East Anglia	62·9	64·5	63·8	64·6	66·7	67·6	69·1	73·5	73·6	76·3	73·0
South East	64·8	64·7	68·0	68·7	68·8	69·3	70·3	70·9	72·6	73·3	72·5
Greater London	65·9	65·5	67·5	68·4	69·4	67·6	68·9	68·7	70·3	71·3	70·2
Rest of South East	64·0	64·2	68·3	68·9	68·4	70·4	71·2	72·4	74·0	74·6	74·1
South West	61·7	63·4	65·2	66·2	68·3	67·1	70·7	70·8	73·1	73·2	73·4
West Midlands	64·5	62·5	64·2	65·2	66·2	67·7	67·2	68·2	70·1	71·3	70·8
North West	66·3	64·5	65·6	66·3	68·3	67·7	69·1	70·2	70·7	69·9	70·2
England	64·4	64·0	66·1	66·8	67·5	68·1	69·2	70·0	71·6	72·0	71·6
Wales	58·0	56·8	60·8	60·9	60·2	62·8	61·7	62·2	66·4	67·6	67·2
Scotland	63·5	63·1	62·6	63·3	64·5	63·6	65·8	66·8	68·7	69·7	68·9
Great Britain	64·0	63·5	65·5	66·2	66·8	67·4	68·5	69·3	71·1	71·6	71·1
Northern Ireland	55·8	55·6	55·8	56·5	55·9	58·1	57·2	58·1	59·6	61·1	61·6
United Kingdom	63·8	63·3	65·3	65·9	66·6	67·2	68·2	69·0	70·8	71·3	70·9
All											
North	76·8	73·6	74·3	74·6	73·6	75·0	76·6	76·7	77·2	74·7	76·0
Yorkshire and Humberside	77·5	75·8	76·0	76·4	77·3	76·9	77·3	77·1	77·8	77·7	78·7
East Midlands	78·0	76·6	77·6	78·0	77·5	79·3	78·2	79·1	81·4	80·1	80·6
East Anglia	75·7	75·6	75·7	76·2	76·5	76·5	78·0	80·3	80·4	82·1	80·1
South East	77·6	76·7	78·5	79·0	79·0	79·1	79·5	80·5	81·0	80·6	80·6
Greater London	78·0	76·6	77·6	78·7	79·0	77·9	78·5	78·7	79·3	79·9	78·2
Rest of South East	77·4	76·8	79·2	79·2	79·1	79·8	80·2	81·7	82·1	82·2	82·2
South West	74·7	74·4	75·0	75·8	77·3	76·7	78·5	78·4	80·3	80·1	80·5
West Midlands	77·9	75·5	75·7	76·3	77·2	77·8	78·3	78·7	79·7	80·8	80·1
North West	78·5	75·8	76·3	76·7	78·1	77·4	78·1	78·5	78·9	78·7	78·6
England	77·4	75·9	76·9	77·3	77·8	77·9	78·5	79·1	80·0	79·7	79·8
Wales	72·9	70·0	72·2	72·4	71·4	72·6	71·5	72·3	75·2	75·9	75·2
Scotland	76·5	75·2	74·9	75·4	75·4	74·5	75·7	76·0	77·2	77·8	77·1
Great Britain	77·1	75·5	76·4	76·9	77·2	77·3	77·9	78·5	79·5	79·7	79·3
Northern Ireland	72·1	70·1	69·7	70·4	69·9	71·2	70·1	70·9	71·9	71·9	71·8
United Kingdom	77·0	75·4	76·3	76·7	77·1	77·2	77·7	78·3	79·3	79·5	79·1

	Projections ILO/OECD definitions*										Change (percentage points)	
	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	1981–91†	1991–2001
Men												
North	83·2	83·1	83·1	83·0	83·0	82·9	82·8	82·6	82·5	82·5	−6·6	−·6
Yorkshire and Humberside	86·7	86·7	86·7	86·5	86·5	86·4	86·3	86·1	86·1	86·0	−2·8	−·6
East Midlands	88·6	88·7	88·7	88·6	88·5	88·5	88·4	88·3	88·2	88·2	−1·7	−·3
East Anglia	86·8	86·9	86·9	86·9	86·9	86·8	86·8	86·7	86·7	86·7	−·6	·1
South East	88·2	88·2	88·2	88·1	88·1	88·1	88·0	87·9	87·8	87·8	−1·4	−·2
Greater London	85·9	85·9	86·0	85·9	85·9	85·9	85·9	85·8	85·7	85·7	−3·6	−·1
Rest of South East	89·6	89·6	89·6	89·6	89·5	89·4	89·4	89·2	89·2	89·2	·0	−·3
South West	87·1	87·1	87·1	87·1	87·1	87·0	86·9	86·8	86·8	86·8	·4	−·2
West Midlands	88·5	88·5	88·4	88·3	88·2	88·1	88·0	87·9	87·8	87·8	−1·5	−·7
North West	86·2	86·2	86·1	86·0	85·9	85·8	85·6	85·5	85·4	85·3	−3·5	−·8
England	87·4	87·4	87·3	87·3	87·2	87·2	87·1	86·9	86·9	86·9	−2·0	−·4
Wales	82·7	82·6	82·5	82·4	82·3	82·2	82·1	82·0	82·0	82·0	−3·8	−·6
Scotland	84·6	84·6	84·5	84·4	84·3	84·3	84·1	84·0	84·0	83·9	−4·1	−·7
Great Britain	86·9	86·9	86·8	86·8	86·7	86·6	86·5	86·4	86·4	86·4	−2·3	−·4
Northern Ireland	80·9	80·9	80·9	80·9	80·9	80·8	80·8	80·7	80·7	80·7	−6·4	−·4
United Kingdom	86·7	86·7	86·7	86·6	86·6	86·5	86·5	86·3	86·2	86·2	−2·4	−·4
Women												
North	68·2	68·5	68·8	69·1	69·4	69·8	70·1	70·4	70·7	71·0	5·5	2·8
Yorkshire and Humbershire	70·1	70·4	70·7	71·0	71·4	71·7	72·1	72·4	72·7	73·0	5·6	3·0
East Midlands	72·3	72·7	73·0	73·3	73·6	74·0	74·3	74·6	74·9	75·2	7·9	2·8
East Anglia	73·0	73·4	73·7	74·0	74·3	74·7	75·0	75·3	75·7	75·9	10·1	3·0
South East	72·5	72·9	73·1	73·5	73·8	74·1	74·5	74·8	75·1	75·4	7·7	2·9
Greater London	70·3	70·6	70·9	71·2	71·6	72·0	72·3	72·6	72·9	73·2	4·3	3·0
Rest of South East	74·0	74·4	74·6	74·9	75·3	75·6	76·0	76·3	76·6	76·9	10·0	2·9
South West	73·4	73·8	74·1	74·4	74·7	75·1	75·4	75·7	76·0	76·3	11·7	2·8
West Midlands	70·8	71·2	71·4	71·8	72·1	72·4	72·7	73·0	73·3	73·6	6·4	2·8
North West	70·2	70·5	70·8	71·2	71·5	71·8	72·1	72·4	72·7	73·0	3·9	2·8
England	71·6	71·9	72·2	72·5	72·9	73·2	73·6	73·9	74·2	74·5	7·2	2·9
Wales	67·3	67·6	67·9	68·2	68·6	68·9	69·3	69·6	69·9	70·2	9·2	3·0
Scotland	68·9	69·2	69·5	69·8	70·1	70·5	70·8	71·0	71·3	71·6	5·5	2·6
Great Britain	71·1	71·5	71·8	72·1	72·4	72·8	73·1	73·4	73·7	74·0	7·1	2·9
Northern Ireland	61·7	62·1	62·4	62·7	63·0	63·3	63·5	63·8	64·0	64·2	5·8	2·6
United Kingdom	70·9	71·2	71·5	71·8	72·2	72·5	72·9	73·2	73·5	73·8	7·1	2·9
All												
North	76·0	76·1	76·3	76·4	76·5	76·6	76·7	76·8	76·9	77·0	−·8	1·0
Yorkshire and Humberside	78·8	78·9	79·0	79·1	79·3	79·4	79·5	79·6	79·7	79·8	1·2	1·1
East Midlands	80·9	81·1	81·2	81·3	81·5	81·6	81·7	81·8	81·9	82·0	2·8	1·2
East Anglia	80·2	80·4	80·6	80·7	80·9	81·1	81·2	81·3	81·4	81·6	4·4	1·5
South East	80·7	80·8	81·0	81·1	81·2	81·4	81·5	81·6	81·8	81·9	3·0	1·3
Greater London	78·3	78·5	78·7	78·8	79·0	79·1	79·3	79·4	79·6	79·6	·2	1·4
Rest of South East	82·2	82·4	82·5	82·6	82·7	82·9	83·0	83·1	83·2	83·4	4·8	1·2
South West	80·5	80·7	80·9	81·0	81·1	81·3	81·4	81·5	81·6	81·7	5·7	1·3
West Midlands	80·2	80·3	80·4	80·5	80·6	80·7	80·8	80·9	81·0	81·1	2·2	1·0
North West	78·6	78·7	78·8	78·9	79·0	79·1	79·2	79·3	79·4	79·4	·1	·9
England	79·8	80·0	80·1	80·2	80·4	80·5	80·6	80·7	80·8	81·0	2·4	1·2
Wales	75·3	75·4	75·5	75·6	75·8	75·9	76·0	76·1	76·2	76·3	2·3	1·1
Scotland	77·1	77·2	77·3	77·4	77·5	77·7	77·7	77·8	77·9	78·0	·6	1·0
Great Britain	79·4	79·5	79·6	79·8	79·9	80·0	80·1	80·2	80·3	80·5	2·2	1·2
Northern Ireland	71·7	71·9	72·1	72·2	72·3	72·4	72·5	72·6	72·7	72·8	−·3	1·1
United Kingdom	79·2	79·3	79·4	79·6	79·7	79·8	79·9	80·0	80·2	80·3	2·1	1·2

* For details of definitions please see *technical note*.
† Allowing for change of definitions.
** Men aged 16 to 64 years, women aged 16 to 59 years.

the projected changes too high in about half the regions. The reasons for these differences involve a mixture of population and activity rate factors as well as the recession.

The second comparison which can be made is of the longer-term paths shown by the two sets of projections. The same definitional problems apply, and the previous projections only extended to 2000. *Figure 3* compares the overall changes shown by the two sets of projections between 1991 and 2000, which are based on two different stylised unemployment level assumptions, the latest being higher. This shows that the previous projected changes were higher in five of the regions compared with these new projections and too low in the remaining regions. The changes in the assumptions and the projection method used may outweigh any real differences in the two projections. ■



The number of people aged under 35 in the labour force is expected to fall in all regions.

Photo: Jacky Chapman

Footnotes

1 'Projected trends in the labour force 1992-2001', *Employment Gazette*, April 1992, pp 173-184.

2 *Sub-national population projections, 1989-based, England*, OPCS Series PP3 No 8,1991.

3 *National population projections, 1989-based*, OPCS Series PP2 No 17,1991.

4 Regional labour force outlook to the year 2000', *Employment Gazette*, January 1990, pp 7-19.

5 `Regional labour force outlook to 1991', *Employment Gazette*, February 1986. pp 74-80.

Technical note

Definitions

The civilian labour force includes people aged 16 or over who are either in employment (whether employed, self-employed or on work-related government employment and training programmes, but excluding those in the armed forces) or unemployed. Two different definitions of the unemployed are used for the figures in this article.

The estimates up to 1984 are on the former *Great Britain Labour Force* definition, which counted as unemployed people without a job and seeking work in a reference week (or prevented from seeking work by temporary sickness or holiday, or waiting for the results of a job application, or waiting to start a job they had already obtained), whether or not they were available to start (except students not able to start because they must complete their education).

The estimates from 1984 onwards, and all the projections, are on a slightly different definition, which follows the guidelines of the International Labour Office (ILO) and is used by the Organisation for Economic Co-operation and Development (OECD): the *ILO/OECD* definition. This counts as unemployed people without a job who were available to start work within two weeks and had either looked for work in the past four weeks or were waiting to start a job they had already obtained. Estimates on the ILO/OECD definition are not available before 1984 as the Labour Force Survey did not then collect information on job search over a four-week period.

The *civilian activity rate* in a given age/sex category is the civilian labour force expressed as a percentage of the population in that category.

Measurement

Regional estimates of the civilian labour force and activity rates are derived principally from household surveys and population censuses.The estimates on ILO/OECD definitions are derived from the 1984–91 Labour Force Surveys, supplemented by data from the 1981 and 1971 Censuses of Population on the economic activity of those not in private households and from the Ministry of Defence on the numbers in HM Forces (the 1991 figures for Northern Ireland Forces come from the Northern Ireland Department of Economic Development, not the HM Forces data, and it is assumed that there are no Foreign Armed Forces in Northern Ireland).

The estimates for earlier years on the former GB Labour Force definition are based on data from the 1971 Census of Population and the 1975, 1977, 1979, 1981, 1983 and 1984 Labour Force Surveys, supplemented in the same ways.

Projection methodology

The *population projections* used in this article are based on the latest published 1989-based projections for each region. In addition, to ensure that the labour force projections are consistent with the national projections published in the April 1992 issue of *Employment Gazette*, all the population projections have been scaled to make them add up to the 1989-based GB projections on which that article was based.

The *activity rate projections* were produced initially by projecting the relativities—the ratios of the regional activity rates to the Great Britain rates—using data for 1991 and maintaining them at this level for each year to 2001. Age/sex-specific activity rates were then produced by multiplying the projected regional relativity for each age/sex category by the projected GB activity rate. A final stage was necessary to ensure that the regional labour force projections added up precisely to the national projections published in the April 1992 article.

For the Januray 1990 article, this method was used in conjunction with two others, applied to data for 1971–88, the first based on regression on a time trend, the second on arithmetic averages. Of these three methods, the one which was most consistent with past trends for each age/sex category was selected for the projection. Following a subsequent review of this methodology, it was concluded that the consistency of the projections would be improved by concentrating on the current method.

Availability of more detailed data

The estimates and projections presented in this article have generally been limited to figures for all people aged 16 and over (*table 1*) or those of working age (*table 4*). This is partly for reasons of space, and also because the figures for more detailed age groups are subject to wider margins of error.

A set of tables showing the male, female and total civilian labour force and activity rates separately for six age groups in each of the regions of Great Britain, for 1981 and each year 1983-2001, can be obtained for a fee of £25 by writing to Stats C1, Department of Employment, Level 1, Caxton House, Tothill Street, London SW1H 9NF. This is available either on paper or on IBM-compatible floppy disk: readers requiring the latter should enclose a blank disk with their request, and specify which format they would prefer.

Estimates of the civilian labour force and activity rates in the *counties* of England and Wales and the regions of Scotland, again for men and women separately and for six age groups, and consistent with the regional figures on ILO/OECD definitions for each year 1984 to 1991, are available from the same address and in the same way, at a fee of £15 for each year's estimates.

special FEATURE

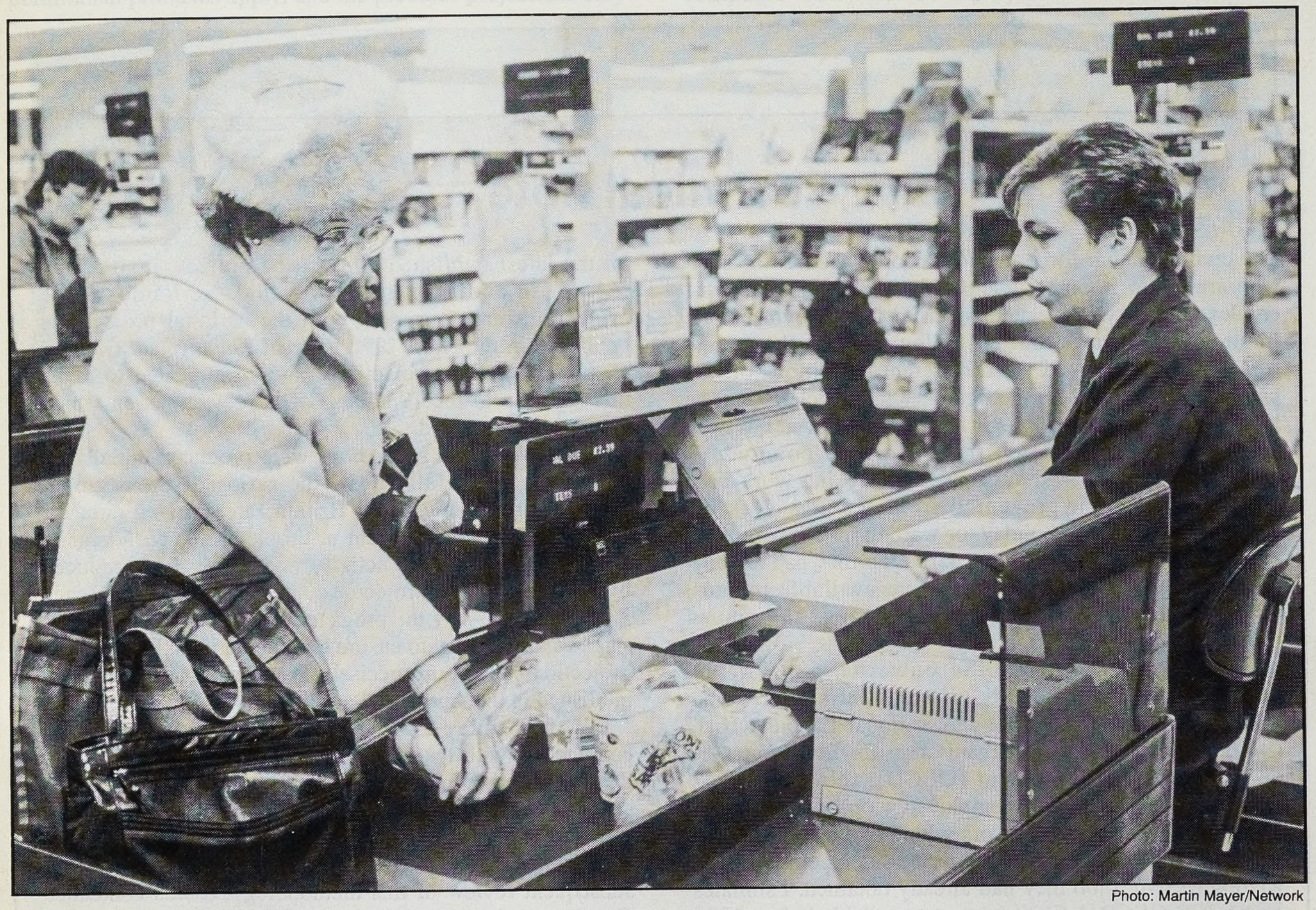


Photo: Martin Mayer/Network

Retail prices index: updating of weights for 1992

Weighting of the general index of retail prices and the pensioner price indices

Each year the weighting of the general index of retail prices and of the pensioner price indices is updated in the light of the latest information on expenditure patterns. This article gives the weights being used in 1992.

The retail prices index (RPI), which is compiled by the Central Statistical Office, measures the changes from month to month in the cost of a representative 'basket' of goods and services of the sort bought by a typical household.

The 'weights' governing the relative importance given to each component of the basket are derived from the results of the continuous Family Expenditure Survey (FES).

The spending pattern underlying the general RPI weights is that of a typical household, and is obtained by averaging the expenditures of all the households covered by the FES apart from:

- The top 1 per cent of the income distribution, i.e. those with a gross weekly income above a specified level (£825 in 1990/91).

Retail prices index and pensioner price indices: weights for use in 1992

	Weights (parts per thousand)		
	General index households	One-person pensioner households	Two-person pensioner households
Bread	7	21	21
Cereals	4	9	9
Biscuits and cakes	9	21	22
Beef	7	14	18
Lamb	3	8	10
of which Home-killed lamb	*2*	*4*	*5*
Pork	3	6	8
Bacon	4	9	11
Poultry	6	10	11
Other meat	9	23	24
Fish	5	16	19
of which Fresh fish	*1*	*4*	*6*
Butter	1	5	5
Oils and fats	2	6	7
Cheese	4	7	8
Eggs	2	6	5
Milk	11	31	29
Milk products	3	4	4
Tea	2	10	10
Coffee and other hot drinks	2	5	5
Soft drinks	12	8	10
Sugar and preserves	2	9	8
Sweets and chocolates	13	8	9
Potatoes:	7	11	12
of which Unprocessed potatoes	*3*	*7*	*8*
Other vegetables	10	21	22
of which Fresh vegetables	*7*	*15*	*15*
Fruit	9	21	21
of which Fresh fruit	*7*	*17*	*16*
Other foods	15	22	23
Food	**152**	**311**	**331**
Restaurant meals	25	20	22
Canteen meals	7	0	0
Takeaway meals and snacks	15	11	9
Catering	**47**	**31**	**31**
Beer	46	15	25
of which 'On' sales	*40*	*13*	*19*
'Off' sales	*6*	*2*	*6*
Wines and spirits	34	11	17
of which 'On' sales	*13*	*2*	*3*
'Off' sales	*21*	*9*	*14*
Alcoholic drink	**80**	**26**	**42**
Cigarettes	32	29	36
Other tobacco	4	2	4
Tobacco	**36**	**31**	**40**
Rent	35	-	-
Mortgage interest payments	64	-	-
Community charge	31	-	-
Water charges etc	9	-	-
Dwelling insurance and ground rent	8	-	-
Repair and maintenance charges	9	-	-
Do-it-yourself materials	16	-	-
Housing	**172**	**-**	**-**
Coal and solid fuel	3	19	15
Electricity	24	85	56
Gas	18	55	38
Oil and other fuels	2	11	5
Fuel and light	**47**	**170**	**114**
Furniture	19	14	15
Furnishing	13	19	12
Electrical appliances	11	15	15
Other household appliances	9	7	16
Household consumables	16	33	30
Pet care	9	10	8
Household goods	**77**	**98**	**96**
Postal charges	2	5	6
Telephone charges	16	46	30
Domestic services	8	22	9
Fees and subscriptions	22	18	13
Household services	**48**	**91**	**58**
Men's outerwear	11	5	12
Women's outerwear	18	16	16
Children's outerwear	7	2	1
Other clothing	11	18	18
Footwear	12	13	14
Clothing and footwear	**59**	**54**	**61**

Retail prices index and pensioner price indices: weights for use in 1992

	Weights (parts per thousand)		
	General index households	One-person pensioner households	Two-person pensioner households
Personal articles	11	9	10
Chemists' goods	17	20	23
Personal services	12	26	23
Personal goods and services	**40**	**55**	**56**
Purchase of motor vehicles	67	4	10
Maintenance of motor vehicles	21	6	20
Petrol and oil	33	9	22
Vehicle tax and insurance	22	8	23
Motoring expenditure	**143**	**27**	**75**
Rail fares	5	3	3
Bus and coach fares	6	10	10
Other travel costs	9	7	5
Fares and other travel costs	**20**	**20**	**18**
Audio-visual equipment	11	5	4
Records and tapes	6	1	2
Toys, photographic and sports goods	10	4	3
Books and newspapers	15	34	32
Gardening products	5	6	10
Leisure goods	**47**	**50**	**51**
Television licences and rentals	9	33	22
Entertainment and recreation	23	3	5
Leisure services	**32**	**36**	**27**


Photo: Mike Abrahams/Network

- 'Pensioner' households consisting of retired people deriving at least three-quarters of their income from state benefits.

Pensioners have a very different pattern of spending from most households so, since 1968, special indices have been compiled for them (separately for one and two-person households). These special indices differ from the 'general' RPI in being quarterly rather than monthly and in that, because of measurement problems, they exclude housing costs.

The weights for both the general and the pensioner indices are revised at the beginning of each year and the accompanying table shows the weights being used in 1992 in constructing the indices for February 1992 to January 1993 inclusive.

In the case of the general index the weights are mostly based on FES data for the latest available 12-month period (mid-1990 to mid-1991) while for the pensioner indices they are based on the latest three-year period (mid-1988 to mid-1991).

For certain types of expenditure, however, notably furniture, furnishings and repair/maintenance charges, three-year weights are used for the general index because of the large sampling errors associated with a single year's FES figures.

For some other categories—soft drinks, confectionery, alcoholic drink and tobacco products—the amounts recorded in the Survey are adjusted for known under- recording.

Finally, the weight for mortgage interest payments is based not on actual expenditure (which would be affected by changes in financial arrangements) but on a 'standardised' payment for a typical 25-year repayment mortgage with tax relief on an appropriate part of the debt.

All expenditures used for weighting are valued at the price level of January 1992. The results should accordingly be used to combine proportionate price movements from that date: not from the 'reference base' (January 1987). ■

• Further information about the construction of the weights can be obtained by writing to the Central Statistical Office, Retail Prices and Household Expenditure, Room 1930, PO Box 1333, Millbank Tower, London SW1P 4QQ.

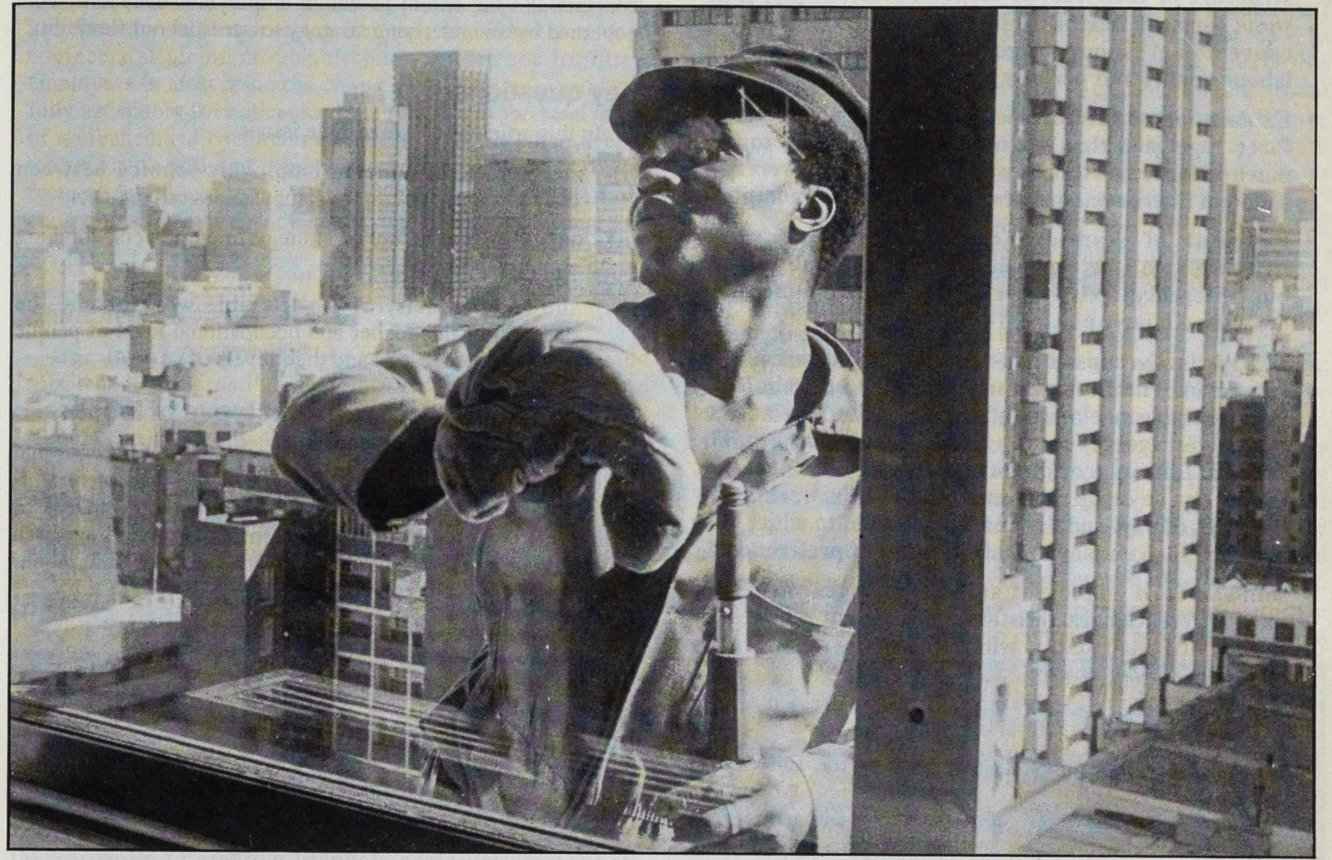


Photo: Maggie Murray/Format

Employers and labour flexibility: the evidence from case studies

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Following on from last month's feature, 'Employers and the flexible workforce', this article reports on the second part of a survey of employers' use of different types of non-standard or flexible workers. It presents the findings of detailed case studies looking at why employers use part-time, temporary or self-employed workers. These suggest that, in the main, employers used non-standard labour opportunistically.

Key findings

- **Employers' choice between different types of non-standard labour was affected by three factors:**
  - **the predictability of demand for the product or service;**
  - **the time intervals between peaks of demand; and**
  - **the degree of skill or job-knowledge required.**
- **At the company level there was little evidence of strategic thinking on the use of alternative contracts, but there was considerable experimentation at the level of the individual establishment.**
- **Employers rarely had a clear manpower strategy to guide decisions on the different types of labour they employed; for many their manpower policy followed from an overriding business strategy.**

- **Employers rarely costed the advantages of the use of one type of labour contract rather than another, but there was evidence that commitment and reliability were highly valued by employers.**
- **A number of employers who had earlier changed the structure of their labour force to take advantage of some form of flexibility had changed back to more conventional labour usage, after having problems of labour quality and performance.**
- **Exploration of the core-periphery view of the labour force suggested that not only was it difficult to find much evidence of this in practice, but there were also different interpretations of what the distinction implied.**
- **Payment of standard rates for similar work, irrespective of the contract type was generally found, but differences existed for elements of remuneration other than hourly pay.**
- **Two distinct groups of non-standard employee could be identified. The first comprised skilled or technically qualified personnel, mainly male, working freelance or through an agency, usually because they wished to. The second, larger group, was mainly women, seen as having low or easily replaceable skill levels, working for low rates of pay, and divided in the extent to which they accepted such employment as a matter of preference.**
- **Non-standard employees are not homogeneous. They have different characteristics and different motives for their contractual status, which can bring them greatly differing rates of reward.**

The study reported here was part of the Employers Labour Use Survey (ELUS) of employers' labour use strategies carried out for the Employment Department. It complements the essentially quantitative analysis of ELUS by McGregor and Sproull[1]. This was detailed in the feature, 'Employers and the flexible workforce', published in last month's *Employment Gazette*, pp 225-234.

It focuses on a range of case studies designed to yield additional qualitative evidence on the nature and processes of employers' labour use practices and strategies. Through detailed case study investigations the authors examined the reasons part-time, temporary or self-employed workers were used by a sample of employers identified as heavy or strategic users of this type of worker.

A sub-sample of 39 cases was drawn from the companies covered by the main ELUS survey. These cases were deliberately biased towards either those firms which had identified themselves as having a clear labour use strategy or whose questionnaire returns indicated they were heavy users of non-standard labour (see *technical note* for further details).

This bias was to give the best chance possible to test the hypothesis that employers were increasingly adopting a more strategic approach to labour use which depended on the development of new forms of flexible contract arrangements or the extension of flexibility into new sectors of the labour force[2]. As a consequence, our sample is not representative of British employers per se though cases were drawn from the public and private sector, services and manufacturing, and were found throughout the country. The findings are therefore presented as illustrative rather than statistically significant results, though taken together with the survey results reported last month they present a powerful case.

The main ELUS survey was designed to describe the extent and nature of the different contractual employment relationships found in Britain in the late 1980s and employers' general motivation for adopting specific solutions. There are limitations, however, to the type of detailed questioning possible in a survey. The aim of the case studies was to extend this general picture by probing managements' consideration of alternative solutions, their perception of the relative advantages and disadvantages of different types of labour contract and the extent to which employers' decisions were governed by an underlying strategy towards labour flexibility.

Key questions

In this article we look at three issues:

(i) the factors influencing employers' choice between different types of employment statuses or contracts;

(ii) the extent and nature of strategy in employers' thinking about manpower,

(iii) the heterogeneity of the 'flexible workforce'—the question of the gender and occupational level of people in non-standard jobs and their levels of pay.

Why employers use different types of labour

The case studies confirmed the findings of McGregor and Sproull (1991) that employers have a wide range of reasons for employing people on different employment statuses or contracts. We identified three main trigger factors which separately or together caused employers to change their labour use practices:

(i) change in product market circumstances;

(ii) change in technology or organisation affecting the company;

(iii) change in supply of labour.

Demand pressures

Product market changes could lead employers to introduce or increase their non-standard workers to allow greater precision in matching availability of staff to new patterns of peaks and troughs in demand, e.g. one department store replaced some full-timers with part-timers so it could cover high volume sales periods more effectively over a week; a bakery whose product market became both more seasonal and intensive used both part-timers and temporary workers to cover increased seasonal variation in demand and new shifts required by a move to continuous production to meet growing demand.

The uncertainty surrounding technological or organisational change could cause employers to take on non-standard labour. For example, a new product line was staffed up entirely with temporary staff who were told that their position would be made permanent if production proved profitable. In another instance, a company planning relocation of its office over a two-year period used agency temps to cover as its permanent staff, not wishing to move, resigned. Organisational change in the public sector also led managers to increase their use of non-standard labour whether this was to replace full-time posts with part-time jobs to get round budgetary constraints or to appoint people on temporary contracts in the run-up to a tendering date in contracting out exercises.

Supply pressures

The third stimulus to using more flexible forms of employment contract came from supply pressures on employers where, faced with difficulties in acquiring the quantity or quality of labour they needed, at the rates they could afford to pay, they adapted their demands to available supply. The hospital which had wanted to recruit experienced and/or qualified nurses and therefore set out to recruit nurses who met this criteria but who were looking only for part-time work is a classic instance.

Employers who used agency temps or people working on a self-employed basis often found that this employment status had been freely chosen by the individuals concerned. For example, shortages of site engineers, particularly in the South, had caused a civil engineering company to use self-employed engineers at premium rates despite a preference for direct employees in most instances. Sometimes the arrangement was fully satisfactory for both sides as in the case of the head office of a oil/chemical conglomerate which regularly hired agency temps for clerical and secretarial support preferring to leave recruitment of appropriate staff to the agency whose staff had chosen this form of agency employment, often on a long term basis.

Stereotypical views

Our in-depth questioning of employers confirmed McGregor and Sproull's finding that employers generally had established or traditional reasons for hiring non-standard labour. Our study also suggested, however, that employers had a clear and stereotypical view of the behavioural characteristics of each type of worker and these ideas tended to influence their views of the appropriateness of different kinds of labour. Overall, employers tended to see full-time permanent employees as the easiest to manage, the most flexible to deploy across different tasks within the establishment, the most committed, the most likely to stay with the organisation and therefore the most experienced and worthwhile to train.

Where employers had bundles of tasks which could be made into a full-time job and there were adequate supplies of labour available at the rates they were prepared to pay, they preferred permanent full-timers. Temporary employees were often seen as less committed and reliable than permanent staff with agency temps the most problematic—invaluable in plugging emergency gaps but unlikely to have the loyalty to a firm or experience of its operation to become a more central part of its regular workforce. Permanent part-time staff were often seen as more committed but their reduced time at work in a week made them less easy to manage and also seen as less suitable for positions of authority themselves. Employers' views of their self-employed staff was paradoxical; the attraction of not having to have a long term commitment to staff in areas of variable labour need was offset by the fact that similarly the self-employed had no long term commitment to them.

Employers were more likely to cite the advantages of using non-standard labour when this was their preferred labour. The West End retail store which had encountered initial resistance from their own line managers to employing many part-timers had found little of the expected difficulties. They could easily hire good staff, who were as productive as full timers and seemed no different in their absenteeism rates and so they could more efficiently match sales peaks to staffing levels. In other instances employers would mention both pros and cons. A Midlands employer had deliberately increased his part-time worker ratio as he changed to continuous production because

Photo: Mike Abrahams/Network

Employers saw women as more likely to favour part-time work because it fitted in with domestic responsibilities.

he found that part-time working was cost effective. The part-timers' short shifts required no meal break and often coincided with product changeovers, making this more efficient. In addition, fewer hours were lost if staff went sick and absence cover was easier. The disadvantages cited were slightly higher absenteeism and turnover and possibly less commitment.

Choosing between non-standard labour

It was clear from our case studies that employers have a wide range of reasons for employing people on different employment statuses or contracts but these reasons alone do not, however, always explain why one type of non-standard contract has been preferred to another. A part-time and a temporary employee might both satisfy a condition of matching employment to a peak demand, but why do employers chose one rather than the other?

Our interviews suggested three factors were of importance here: predictability of demand, periodicity of demand, and the degree of skill or job knowledge required. Thus, it was common to find that the use of temporary staff to match peaks in demand for staff had close parallels with some uses of part-timers, but for part-timers the peaking was regular and predictable and had a short phase, e.g. during the working day or part of a week.

In the case of a large department store, for example, the lunchtime period was a peak, and late night and Saturday shopping created their own peaks of activity. The use of temporary workers to meet peak demands for extra staff, on the other hand, often had a longer phasing due to seasonal factors or to allow some transition, such as a relocation of office, to be accommodated.

The third factor was the level of skill. Where this was seen as low or the employer regarded job knowledge as capable of being picked up quickly, temporary staff were an acceptable solution to a peak demand. But where there was some element of skill or experience involved, the preferred solution was more likely to be part-timers, who might have a longer attachment to the employer. The use of agency temporary staff also reflected the need to have quick access to effective use of skills and we met some examples of close working relations between an employer and an agency which was well briefed about the sort of labour required in the firm and undertook to provide cover on a long-term basis.

Considerations in recruiting

The research showed that several considerations were important for employers and affected what type of labour they preferred to recruit. In a number of cases employers were concerned to maintain high levels of employee commitment and reliability. The more important these aspects were to an employer's business the less freedom employers had in practice in how they increased flexibility as the less likely they were to recruit people on a transient basis. The apparent exception to this was when temporary rather than permanent staff were taken in periods of uncertainty as the lesser of two evils.

This had been pursued in a South East plastics factory by the site personnel manager who disliked the implications for employee morale and the plant's local reputation of adopting the straight hire and fire policy which the parent company wanted:

"My neck is on the line at the moment because it's my doing that we are having agency temps in instead of straightforward hiring and firing...morale of the workforce is my biggest concern. It's not good for any company to hire and fire at will, you want to build up a team and not pick up and put down."

Secondly, a concern for product or service quality had caused some employers to revert to a more traditional practice in preference to the flexible form they had adopted at the time of the main ELUS interview. Direct financial advantages were offset by the costs of lower commitment or the need to upgrade skills as technology changed. In a South East food processing plant, for example, part-timers who had provided desirable flexibility were being phased out, as new production lines operating at high speed increased the need to reduce downtime and extended the range of skills required. Management believed this would be better achieved with a return to full-time staff. And in an architectural partnership in London temporary or agency secretarial staff had been abandoned:

"On Monday morning they would not be there and there was nothing you could do about it. They don't think permanent, they just move."

Thirdly, employers were sometimes forced to adopt some form of flexibility because the labour they wished to engage was simply not available on a traditional basis. In a large engineering design company the work programme was governed by the availability of contracts and their variable duration. Ideally this would have meant a core labour force with a top-up of short-term contract employees. But to get a reliable top-up was difficult, and the company had tried to secure its position by running its own specialised agency for key designers and engineers. Many of these workers, however, preferred to operate freelance, and leave themselves free to follow the best short-term contract opportunities. This was deplored by the consultant engineers, who can lose staff at critical stages of a contract. In this case a market premium on pay was offered to contract employees but this additional expenditure, in the view of management, broadly equated to the indirect labour costs of the regular employees.

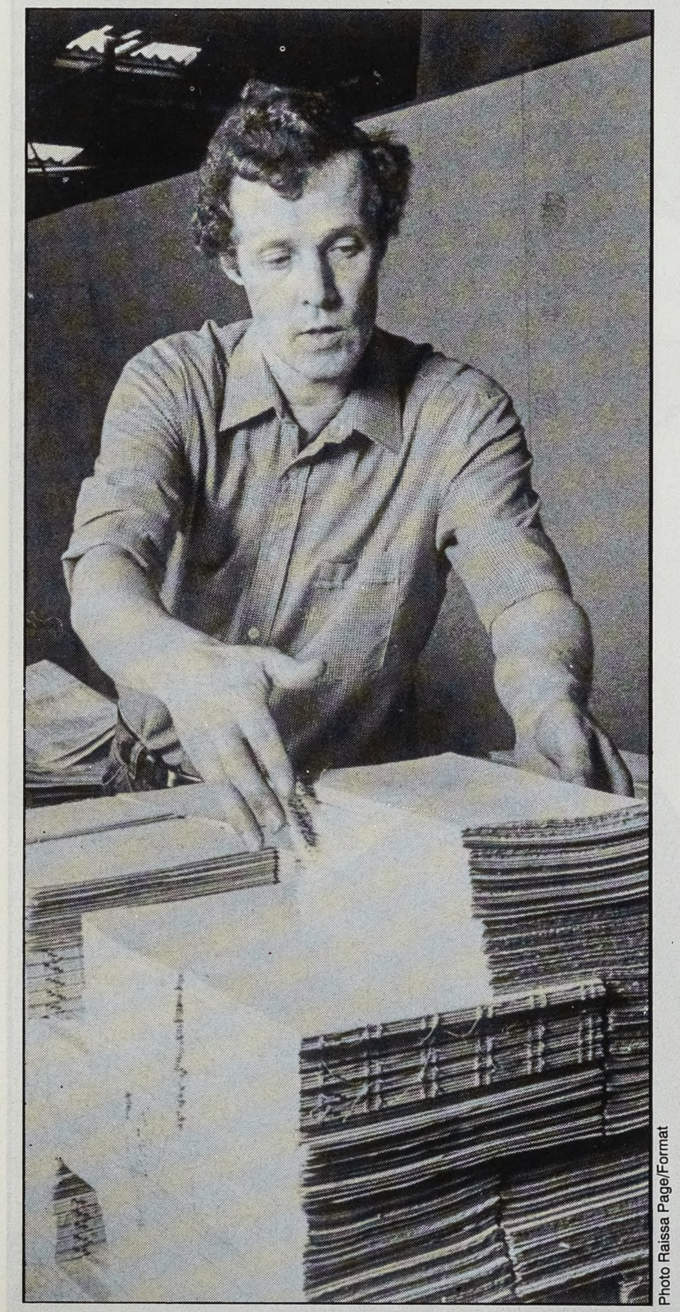
The problem of labour shortage also existed at lower skill levels. We found several cases where employers resorted to a ready supply of part-time female labour (with a restricted time-commitment to the labour market and a desire to minimise travel costs) as the only feasible way to increase recruitment.

Do employers have a manpower strategy?

A central theme of our study was whether the increasing use of non-standard labour reported over the mid/late 1980s was a consequence of employers adopting new ways of planning their labour usage, in effect being more strategic in their manpower planning. Many researchers have found it very difficult to investigate the issue of strategy as the concept has different meanings to different people. It is particularly difficult, for example, just to ask people if they have a strategy without explaining what this means. One advantage of our case study work was that we could probe more thoroughly than is possible in a short survey question and so supplement the findings of the main study. We were concerned to find out how deliberately conceived employers' manpower behaviour is and whether employers take decisions about their labour force based on ideas about the desirability of increasing flexibility or in a more ad hoc way in response to specific problems.

The main ELUS survey had shown that employers at 35 per cent of establishments claimed that decisions about the type of workers used were based on some sort of manpower strategy or plan. Nearly two-thirds of those with a strategy said it had developed or changed in the previous four years and of these, one-third took a core-periphery view of their labour force. While this initially suggests there had been an increase in strategic thinking about labour use and about core-periphery strategies in particular, only ten per cent of the full ELUS sample of employers using peripheral labour had both a strategy and a core-periphery view. Moreover, where employers had a strategy over half acknowledged that the strategy was made mostly at establishment level, suggesting that it was not an important ingredient in the strategy of the organisation as a whole.

We decided to explore what strategy meant to employers by looking for some indications of either a formal statement of their manpower strategy or, in the absence of this, evidence of a consistent policy of relating staffing to the fluctuations of production, with guidance on selection and training and an integrated set of procedures which related the manpower policy to the wider aims of the business or organisation.



The uncertainty surrounding technological or organisational change could cause employers to take on non-standard labour.

No formal statements of strategy

In none of the cases examined did we find a statement of manpower strategy which had been formally committed to paper. Beyond this, there was little evidence of any formalisation apart from some general statement of commitment to employees, e.g. in relation to training or job security and technical handbooks laying down policies and procedures on conditions of service, which sometimes extended to cover the conditions under which agency temps would be used or an agreement with a trade union on the use of temporary labour.

It quickly became clear that most of the avowed 'strategists' were admitting to no more than that someone in the organisation was believed to have given some thought to the use of alternative forms of labour contract. Strategy was often no more than the recognition that there was some rule of thumb which would determine the decision to be made in relation to some peak or discontinuity of production or employment. There was a marked absence of carefully costed alternative patterns of labour deployment and only in one case did we find a coincidence of a core-periphery strategy and an integrated effort to develop this over a period of time, extending to different forms of flexibility, through the employee selection and training policy, and even to the appointment of top management.

Yet even in this case, a London-based satellite of a multi-national company engaged in a range of products centred on heating and energy measurement systems, this strategy was recognised to be short of full implementation, for it applied in only one of the three product divisions, one where the changing competitive structure of the market had demanded a new strategy if the business was to remain viable. The starting point was a problem of production costs in which, according to the manufacturing director,

"...almost anything we could do to improve the margins by reducing over-commitment to costs would be accepted."

This case was very much the exception. Much more typical was the situation where one or more forms of flexible labour were used but where it was clear that the decision had been opportunistic and short term rather than aimed at a longer term integration of the employment strategy with the overall corporate strategy for the business.

Abandoning flexibility

It was also significant that in a number of cases an earlier commitment to the core-periphery idea had been abandoned by the time of the case study interview. What was most influential in these reversal cases was the discovery that cost-saving solutions were perceived to be more expensive in the longer term when factors like employee commitment and loyalty were taken into account. The tendency then was to return to standard forms of employment but often with a renewed emphasis on forms of functional flexibility in place of the experimentation with numerical flexibility. Once again, however, it needs to be stressed that these decisions were based more on 'feel' than on carefully costed assessment of the alternatives. A typical comment was:

"We're saving £30,000 a year over our previous arrangements [by sub-contracting security] but it's not worth it. I didn't take into account the difference in loyalty that you get from an employee and a contractor ... also you don't get a lot of thinking going on out there."

Company or establishment level manpower strategy?

Another angle on the strategy question relates to the level of managerial decisions on manpower mix. At operational level, most establishment managers had some input into decisions about how much labour they would need in the planning period, typically one year. Their forecasts would be passed up the line where they would be met by a pressure to contain labour cost budgets. Negotiation between the establishment and the centre would lead to a fixed headcount figure for staff, or sometimes a budget, beyond which the local management could not go without further authority. Such plans did not break down to forecasts of the different types of contract but were rather expressed as full time equivalent figures, leaving the local management to exercise discretion on the distribution according to the production or local labour market situation. Thus at the company level at least there was little sign of strategic thinking on the various forms of flexible contract and it was more often at the establishment level that the final distribution was determined.

It was also clear that the forecasting exercises were used as flexible guides which would be changed in the light of short term changes in demand, and indeed much of the planning was regarded as academic, the reality of decision-making being ad hoc improvisation. As a manager in a heavy engineering plant expressed it:

"It is very difficult to get people to address their minds to what is going to be happening in ten years' time ... it is an uphill struggle to get them to look at manpower planning on anything other than a short-term basis ... it tends to be very ad hoc."


Photo: Brenda Prince/Format.

Non-standard employees have different characteristics and different motives for their contractural status, which can bring them greatly differing rates of reward.

Apart from the public sector, where strong, central controls existed on expenditure and, often, also on headcount, and some private sector concerns with a strong central form of control, there was a virtual absence of corporate strategy for manpower. Where conscious policies had been formulated for the use of non-standard contracts, this was chiefly at decentralised levels. Where cost or profit centre systems of management control existed, it was of little concern to central management how manpower was deployed so long as either the costs remained within budget or the profit contribution was acceptable—and profit centres were often carried a long way down the line, to individual products or departments.

These findings show that a truly corporate strategy for manpower is something of a chimera, even in a sample of organisations selected as likely to demonstrate strategic behaviour. Rather it was the *business strategy* which really mattered at corporate level, governed very much by the competitive forces at work in the 1980s, and its demands had to be satisfied by the lower levels of management. Local management had to meet the cost or profit objectives dictated by the business strategy and if this meant attempting to reduce labour costs by adopting or extending the use of non-standard contracts, they would do so. This chiefly meant improvising in response to short term variations in markets rather than systematic pursuit of goals for manpower distribution; the use of different contractual forms rarely figured as an important policy variable and respondents were hard pressed to make comparisons between them. As one interviewee said:

"It's an interesting question, I can't say I've ever considered it."

The different meanings of core-periphery

Just as important as the meaning of strategy is the meaning of core-periphery. After all, if employers are consciously adopting a core-periphery approach to organising their workforce they should know what this is. However, it was clear from employers' responses that what core-periphery actually meant was interpreted in a range of ways. Some used it to distinguish the conditions of service of different goups of workers; for others it was the degree of importance of the work to the organisation as a whole. As a variant of this, there was the idea of centrality of purpose of the organisation—whether the task was ancillary (such as security or cleaning) or in the mainstream of the business purpose. Finally, it could refer to the status given to the employees in the organisation: regular part-timers might be regarded as having higher status than temporary staff and closer to (if not in) the core.

Thus, employers used the core-periphery distinction as a way of differentiating amongst their workforce on a range of dimensions rather than simply contractual status and what is meant by the distinction in one organisation may be very different from its meaning in another. Overall, we concluded that the term was not a great deal of help in understanding the reality and diversity of practice.

Pay, occupation and gender

The core-periphery view of the labour market also holds that the distinctions between workers of different contractual status are matched by a difference in the personal characteristics and the rewards of the job. At its most extreme it characterises the labour market as divided into different compartments between which there is little movement and within which employers adapt their labour utilisation policies to suit the character of the labour force segment. We therefore looked at the jobs done by non-standard workers in our case studies examining their occupational level, the gender distribution and their pay levels.

The types of non-standard jobs

The non-standard employees in our sample of cases usually fell into one of two groups: either a set of skilled, technical or professional occupations, such as draughtspersons, design engineers, architects and computer specialists, mainly males who worked freelance or through a specialised agency and earned high incomes; or a broader group of occupations, both manual and non-manual, where the skill level was lower or regarded as easily transferable. Here women were predominant, in jobs such as domestic work, nursing, auxiliary services and secretarial jobs. An important distinction between these two groups was that those in the first group were largely there out of a clear choice. They recognised that their skills were in high demand and could command a premium if the skill was highly mobile between employers. Those in the second category, although choice may have played a part, were there mainly because that was the way the employer had made the work available.

How we should interpret this is problematical. Employers generally regretted the presence of a freelance mobile labour force as they found their production plans being upset by the tendency to quit when better opportunities beckoned; this was an area where they did not have control of their labour needs. In the second group employers were rather more in control, but it was not clear whether the situation had come about because they had seen certain types of work as being suitable for non-standard contracts and thus suitable for women (with occupational status leading to gender separation and concentration); or whether these jobs were already seen as being dominated by women and hence ripe for peripheralisation.

On the whole, our case study evidence leads us toward the latter explanation, for two reasons. Firstly, employers saw women as more likely to favour part-time and some forms of temporary work because it fitted in with domestic responsibilities, whereas men were perceived to be unavailable for part-time work, and temporary work was seen as a stop-gap which might lead, through some form of screening, to a permanent job. The second reason is the gendered nature of skill definitions. Many of the skills associated with 'women's work' are seen by employers to be easily transferable between workplaces with only short periods of training or familiarisation and therefore particularly suitable for non-standard contracts.

Pay levels

On pay our results were consistent with the main survey, showing that hourly pay rates in the vast majority of cases were identical for regular, part-time and temporary staff doing the same kind of work—the only exception being agency temporary staff. The principle of the rate for the job was thus usually overriding except where an agency intervened as employer, or where the individual was working on a self-employed basis. In some cases, however, the work done by non-standard employees was different from that of the regular employees, allowing, a different, usually lower rate of pay; and in other cases the association of low pay with non-standard labour was explained by the fact that all the employees in establishments with a lot of non-standard workers were relatively low paid.

The main cost savings for employers, however, occurred not in straight pay rates but in other elements of wage cost. Although bonuses were normally paid equally to regular and non-standard employees, overtime pay at premium rates was often not available to part-timers or to twilight shift workers who were nevertheless willing to supply the extra hours to oblige their employer. And this kind of flexibility of hours, at a low hourly rate, was frequently used by employers. Elements of pay such as profit sharing, and fringe benefits such as pension schemes, health schemes and holiday entitlement were not usually extended to non-standard workers, though permanent part-timers might get included after a defined period of service, or on a proportional basis. Thus the fixed employment costs associated with standard employment could be reduced significantly by non-standard contracts.

Another very important form of saving arose when an activity such as cleaning or security was sub-contracted with the effect that it was no longer necessary to pay the industry rate for the job; the sub-contractor would pay a lower rate common to the cleaning or security industry and savings were attainable. A similar effect was observable in parts of the public sector where competitive tendering had resulted in a change of contractual status for certain ancillary grades.

Conclusions

Our chief research finding is that there is little evidence to support the argument that increased labour flexibility is the result of a new management strategy for manpower utilisation. Manpower strategy in any recognisable form is difficult to find, certainly at corporate level. What was prevalent in the mid-1980s was a compulsive drive from the side of business strategy in the private sector, and from budgetary controls and constraints in the public sector. These pressures dictated a need on the part of lower levels of management to secure control either over unit labour costs or over the headcount directly, depending on the organisational structure in question. In general, we found that the choice among alternative employment contract arrangements was not significant at higher levels of business so long as the business objectives were achieved. At lower levels there was a good deal of discretion as to how to achieve these aims by variations in the contractual mix.

In a number of cases, a more thorough appraisal of labour use patterns had been stimulated by some trigger event: a decision to relocate, or a rationalisation of organisational structure, or a change in technology. However, even here the assessment was qualitative rather than quantitative. These cases revealed more strongly than those which adopted a more superficial approach that it was not the straight cost differential that mattered. Rather it was how any cost savings weighed up against the behavioural consequences of different forms, for example in timekeeping, absenteeism, loyalty and continuity of responsibility. Once these factors were included the apparent balance of advantage changed. In some of our cases employers had actually reversed their policies and reverted to more standard labour practices.

The research also showed that just as there are differences between the various types of contract (part-time, temporary, agency and self-employed), so there are important differences within each of these categories. Part-time work could embrace a range of weekly hours from a very few right up almost to the full-time mark. Temporary work could range from a few days to a matter of years, for instance in higher education. And even then, the reality of the temporary contract might be little different from that of the standard employee. The directness of the employment relation was not always clear cut either, for although some self-employed workers were evidently one person businesses, others worked through an agency and might be differently regarded for employment legislation and inland revenue purposes. The concept of the periphery is thus extremely elastic.

Taking this in conjunction with the earlier conclusion that core-periphery distinctions in an organisation may be as much a matter of perception as of real contractual differences, we conclude that the distinction is not particularly helpful way of analysing labour use. It is open to too many interpretations and this broad categorisation conceals more than it reveals. We prefer the 'standard/non-standard' distinction which is less value laden. This means that we feel there is no readily available model of labour use patterns which helps analysis though we do see some connection between our findings and the more advanced forms of segmentation analysis.

What does this imply for the 1990s? Despite a different labour market situation from that of the 1980s it is likely that the proportion of non-standard workers in the workforce will increase. For some employers and employees this greater flexibility in working arrangements and employment status represents a useful way of meeting competing business or personal pressures. It is likely, however, that these outcomes will be the result of opportunistic or one-off decisions for as we have shown there is little sign of strategic thinking about labour utilisation in British industry—employers typically improvise. An absence of strategy in the face of business pressures or labour shortages, for example of young people because of demographic trends or people with good qualifications or skills, will not contribute to effective labour management and training and may mean that employers will be unable to get the type of workforces they need to able to compete effectively. ■

Table 1 Spread of use of non-standard workers in the ELUS Survey

A Non-standard workers as a percentage of full-time permanent workers

	Number of cases (unweighted)	Per cent
Less than 5 per cent	245	30
Over 5 but less than 10 per cent	146	18
Over 10 but less than 25 per cent	148	18
Over 25 but less than 100 per cent	205	25
100 per cent or over	85	10

B Number of different types of non-standard worker used

	Number of cases (unweighted)	Per cent
None	39	5
One	179	22
Two	344	42
Three	202	24
Four	65	8

C Number of different types of non-standard workers by overall proportion of standard workers in the establishment

Number of types	Less than 10 per cent	10 per cent or over
None or one	157 (19)	61 (7)
Two	128 (15)	216 (26)
Three	80 (10)	122 (15)
Four	26 (3)	39 (5)

Note: These tables exclude subcontractors, since figures were not available for the number of workers used by subcontractors and 48 cases for which complete data were not available.

Table 2 Characteristics of the 47 sampled cases

A Sector (SIC 1980 class)	24	Ceramics & glass	1
	25	Chemicals etc	3
	31	Metals n.e.s	1
	32	Mechanical engineering	1
	37	Instrument engineering	1
	41	Food, drink	3
	47	Paper, print and publishing	2
	48	Plastics	1
All manufacturing			**13**
	50	Construction	2
	61	Wholesale	1
	64	Retail	2
	66	Hotels etc	1
	81	Banks etc	1
	83	Business services	8
	91	Public administration	3
	93	Education	5
	94	Research & development	3
	95	Health	8
All services		**34** of which **19** public services	
B Region			
South East	14		
London	11		
South West	5		
East Anglia	3		
West Midlands	2		
North West	6		
Yorkshire & Humberside	2		
North	2		
Scotland	2		
C Number of employees			
0 - 200	10		
201 - 500	6		
501 - 1,000	10		
1,001 - 2,000	15		
2,001+	6		

Footnotes

1 For full survey results see Wood and Smith, 1989; McGregor and Sproull, 1991.

2 For fuller details of the sample, methodology and results, see Hunter and MacInnes, 1991.

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Technical note

Derivation of the case studies

The case study stage of the Employment Department's progamme of research was designed to complement the earlier, broader studies deriving from the Employer Labour Use Survey (ELUS) of 1987, based on a sample of the 1984 Workplace Industrial Relations Survey. The purpose of the case study component included acquisition of additional information on the reasons for specific choices of employment contract, and the evaluation of the relative cost and benefit of alternative choices within the organisation.

The main ELUS survey drew information from over 800 establishments which had been covered in the 1984 WIRS survey. The selection of a sample for case study purposes concentrated on a much narrower range. We wished to give the 'strategic management of flexible contracts' thesis the best opportunity of being picked up. Attention focussed on two groups of establishments. First, there were those which had indicated explicit adoption of a strategic approach to manpower over the previous four years; and second, those which demonstrated a heavy reliance on non-standard labour, though denying they had a strategy.

While 377 cases acknowledged some kind of manpower strategy, only 48 of these described their strategy as core-periphery in form, which we regarded as the strongest form of the flexible firm hypothesis. All establishments, however, were asked if they took a core-periphery view of their workforce: 144 cases said they did. There were 33 cases which belonged to both groups.

In addition to the strategists we also wanted to focus on heavy users of non-standard contracts. Heavy use could be defined in different ways. *Table 1* shows the pattern of use in terms of the number of non-standard workers in each establishment expressed as a percentage of full-time permanent workers and the number of types of non-standard workers used. To have defined heavy use only in terms of the proportion of non-standard workers without paying attention to the spread would have produced a sample predominantly composed of 'traditional heavy users', e.g. mini-cab firms or cleaning contractors. We also wished to avoid too heavily skewed a distribution of establishment size which would have followed from a definition based on the absolute number of non-standard workers.

To obtain our sample we adopted a mixed definition based mostly on heavy use of non-standard workers but including cases which though not satisfying all the heavy use criteria nevertheless reported a core-periphery approach. Heavy users were defined as those establishments which reported using all four types of non-standard contract plus subcontracting, and whose non-standard workforce was at least 10 per cent of 'core' full time permanent employees. This yielded 37 cases. In addition, all those cases which acknowledged a core-periphery approach and which had at least 10 per cent of their workforce as non-standard were included even if they did not have all four types present. This gave a further 12 cases. Two of the heavy users had ceased trading by the case study stage, leaving 35 heavy users and 12 strategy cases. Eight of the heavy users had identified themselves as strategists in the main survey.

As *table 2* shows, of the 47 cases 13 were in manufacturing, 19 in public services and 15 in private services. About two-thirds had more than 500 employees, reflecting the fact that larger establishments would be more likely to employ a spread of different contractual types. Roughly half the sample was located in the South East and in London, a concentration which reflected the main survey itself. However, all other regions of the country were represented with no other obvious bias to north or south. Closer examination revealed that both higher education and health were over-represented and the final selection of 39 cases for study omitted some universities and NHS hospitals. In all of these an extended interview was conducted with a senior member of the organisation, either at director level or with a senior member of the personnel staff.

Changes in Average Earnings -1st quarter 1992

THIS NOTE describes the factors affecting average earnings in the first quarter of 1992. *Table 1* sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period since 1989. *Table 2* shows the underlying rates of increase in earnings as quarterly series.

The derivation of the underlying rate of increase was described in the November 1989 issue of *Employment Gazette*, pp 606 - 612. A longer run of the underlying index on a consistent basis was given in the December 1989 issue of *Employment Gazette*, page 674.

Table 1 Whole economy average earnings index: 'underlying' series (1988=100)

		Seasonally Adjusted	Further Adjustments (index points): Arrears	Further Adjustments (index points): Timing* etc	Underlying index	Underlying increase (per cent) over latest 12 months
1989	Jan	105.0	-0.2	0.0	104.8	9
	Feb	105.9	-0.3	0.4	106.0	9 1/4
	Mar	106.5	-0.4	0.4	106.5	9 1/2
	Apr	107.4	-0.3	0.4	107.5	9 1/4
	May	107.7	-0.4	0.2	107.5	9
	Jun	108.4	-0.7	0.1	107.8	8 3/4
	Jul	109.1	-0.5	0.5	109.1	8 3/4
	Aug	109.6	-0.5	0.8	109.9	8 3/4
	Sep	111.3	-0.6	0.2	110.9	9
	Oct	112.6	-1.1	0.3	111.8	9 1/4
	Nov	112.9	-0.4	0.3	112.8	9 1/4
	Dec	112.9	-0.3	1.7	114.3	9 1/4
1990	Jan	114.7	-0.3	0.3	114.7	9 1/2
	Feb	115.4	-0.2	0.8	116.0	9 1/2
	Mar	116.5	-0.5	0.7	116.7	9 1/2
	Apr	117.5	-0.4	0.9	118.0	9 3/4
	May	118.8	-0.8	0.2	118.2	9 3/4
	Jun	119.9	-0.9	-0.4	118.6	10
	Jul	120.0	-0.4	0.6	120.1	10 1/4
	Aug	121.6	-0.8	0.1	120.9	10
	Sep	122.0	-0.3	0.3	122.0	10
	Oct	122.7	-0.3	0.3	122.7	9 3/4
	Nov	123.5	-0.3	0.7	123.9	9 3/4
	Dec	124.2	-0.7	1.8	125.3	9 3/4
1991	Jan	125.2	-0.2	0.6	125.6	9 1/2
	Feb	126.2	-0.2	0.6	126.6	9 1/4
	Mar	126.5	-0.5	0.8	127.2	9
	Apr	127.5	-0.2	0.9	128.1	8 3/4
	May	128.4	-0.4	0.1	128.1	8 1/2
	Jun	128.5	-0.4	0.1	128.1	8
	Jul	129.1	-0.8	1.3	129.6	7 3/4
	Aug	131.5	-0.7	-0.5	130.3	7 3/4
	Sep	131.7	-0.7	0.5	131.5	7 3/4
	Oct	132.0	-0.5	0.6	132.1	7 1/2
	Nov	133.0	-0.4	0.5	133.1	7 1/2
	Dec	132.3	-0.3	2.5	134.5	7 1/4
1992	Jan	134.0	-0.2	0.9	134.7	7 1/4
	Feb	135.7	-0.2	0.6	136.1	7 1/2
	[Mar]	137.2	-0.2	-0.4	136.6	7 1/4

[ ] Provisional
* Includes the effect of industrial action
Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

AVERAGE EARNINGS for the whole economy in the first quarter of 1992, as measured by the average earnings index, showed an increase of 7.6 per cent over the same period a year earlier. This is above the 7¼ per cent underlying increase for the quarter mainly because of timing adjustments for settlements, bonus payments and Easter.

The underlying rate of increase for the quarter is ¼ percentage point below that for the fourth quarter of 1991. Although lower settlements were a downward influence on the underlying rate for the whole economy, these were countered by bonus payments and increased overtime working. The rate is now 2¾ percentage points below its peak of 10 per cent in the third quarter of 1990.

The underlying increase in manufacturing industries was about 8 per cent in the first quarter of 1992. This is ¼ percentage point above the rate of increase recorded for the fourth quarter of 1991, but 1½ percentage points lower than the 9½ per cent plateau of the second, third and fourth quarters of 1990. The downward influence of lower manufacturing settlements was more than matched by the increase in bonus payments, especially those in March which may have anticipated bonuses due in the 1992/3 tax year. In addition, there was a small increase in overtime working compared with the very low levels of 1991 Q1 (see below).

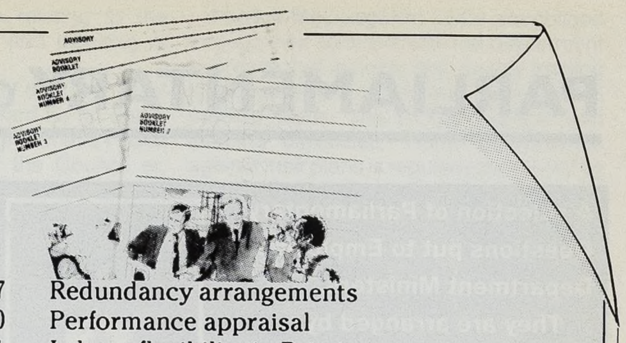
The underlying increase in service industries was about 7 per cent in the first quarter of 1992. This is ¼ percentage point lower than the rate in the fourth quarter of 1991 and 3 percentage points lower than the peak rate of 10 per cent in the third quarter of 1990. The decrease was mainly due to lower settlements, and would have been larger had not bonus payments been higher than in the first quarter of 1991.

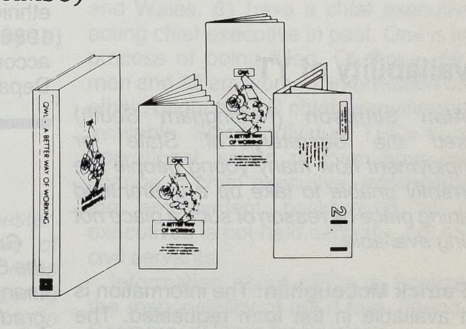
It is estimated that increases in overtime earnings made a positive contribution to the annual rate of growth in average earnings during the first quarter of 1992 for the first time since the third quarter of 1989. This was equivalent to nearly ¼ percentage point in manufacturing (compared with minus ¼ in 1991 Q4), and between zero and ¼ percentage point for the whole economy (minus ¼ in 1991 Q4).

● Articles in this series appear quarterly.

Table 2
Underlying increases in average earnings
Percentage increases on a year earlier

		Whole ecomony	Manu- facturing	Services
1989	Q1	9 1/4	8 3/4	9 1/4
	Q2	9	8 1/2	9
	Q3	8 3/4	8 3/4	8 1/2
	Q4	9 1/4	8 3/4	9 1/4
1990	Q1	9 1/2	9	9 1/4
	Q2	9 3/4	9 1/2	9 3/4
	Q3	10	9 1/2	10
	Q4	9 3/4	9 1/2	9 3/4
1991	Q1	9 1/4	8 3/4	9
	Q2	8 1/4	8 1/2	8
	Q3	7 3/4	8	7 1/2
	Q4	7 1/2	7 3/4	7 1/4
1992	Q1	7 1/4	8	7





PARLIAMENTARY *questions*

A selection of Parliamentary Questions put to Employment Department Ministers.

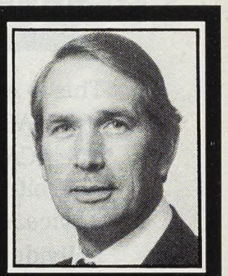
They are arranged by subject matter. The date on which they were answered is given at the end of each PQ

Employment Department Ministers

Gillian Shephard
Secretary of State

Michael Forsyth
Minister of State

Patrick McLoughlin
Parliamentary Under Secretary of State



Viscount Ullswater
Parliamentary Under Secretary of State

Unit labour costs compared

***Ron Leighton** (Newham North East) asked the Secretary of State for Employment what has been the movement in unit labour costs in the United Kingdom and Germany since October 1990.*

Patrick McLoughlin: Between October 1990 and December 1991 unit wage and salary costs in manufacturing in the United Kingdom rose by 6·6 per cent compared with an increase in the former Federal Republic of Germany over the same period of 11·0 per cent.

(May 11)

Employer contributions to YT

***Ron Leighton** (Newham North East) asked the Secretary of State for Employment what is the estimated average employer's contribution to each filled Youth Training place per annum in 1992–93.*

Patrick McLoughlin: No reliable estimate is available. For management purposes the assumption is that on average about a quarter of the total cost of providing youth training is met by employer contributions.

(May 11)

Availability of YT

***Alan Simpson** (Nottingham South) asked the Secretary of State for Employment how many young people are currently unable to take up a guaranteed training place by reason of such a place not being available.*

Patrick McLoughlin: The information is not available in the form requested. The Youth Training Guarantee remains a key objective, and sufficient resources will be available to ensure that an offer of a suitable YT training place is made to all 16 and 17 year-olds not in work or full-time education who are seeking entry.

(May 11)

***John Battle** (Leeds West) asked the Secretary of State for Employment how many young people have not received an offer of a guaranteed place on Youth Training.*

Patrick McLoughlin: The information is not available in the form requested. The YT Guarantee remains a key objective, and sufficient resources will be available to ensure that an offer of a suitable YT Training place is made to all 16 and 17 year-olds not in work or full time education who are seeking entry.

(May 11)

Ethnic minorities in the ED

***Greville Janner** (Leicester West) asked the Secretary of State for Employment when her Department last conducted a survey of the ethnic origin of its employees; when it next plans to do so; and whether she will make a statement.*

Patrick McLoughlin: The survey of the ethnic origin of staff which took place in 1986 is continuously updated to take account of those entering and leaving the Department.

(May 12)

***Greville Janner** (Leicester West) asked the Secretary of State for Employment how many and what percentage of officers in grades 1, 2, 3, 4, 5, 6 and 7 respectively, and overally in her Department are members of ethnic minorities.*

Patrick McLoughlin: At 1 April 1992 there were no employees who classified themselves as being of ethnic minority origin in grades 1–6. At the same date there were 9 (0·9 per cent) at Grade 7, and 3,607 (6·4 per cent) in the Department as a whole, who classified themselves as being of ethnic minority origin.

(May 12)

***Greville Janner** (Leicester West) asked the Secretary of State for Employment what steps she has taken to recruit membrs of ethnic minorities in top grades of employment at her Department.*

Patrick McLoughlin: Senior grades are recruited by the Recruitment and Assessment Services Agency on behalf of the Civil Service Commissioners. The Agency has taken a number of steps to aid recruitment from the ethnic minorities. The Department has implemented equal opportunities programmes which focus on the need to increase the representation of ethnic minorities (and women and people with disabilities). It also encourages applications from the ethnic minorities for its Management Trainee Scheme and has run pre-recruitment training.

(May 12)

Travel-to-work areas

***Nick Harvey** (North Devon) asked the Secretary of State for Employment if she will outline the timetable for reviewing travel-to-work area boundaries.*

Patrick McLoughlin: New travel-to-work area boundaries will be calculated from the commuting patterns contained in the 1991 Census of Population Special Workplace Statistics. These statistics are expected to become available in the second half of 1993 and revised travel-to-work areas should follow six to nine months later.

(May 19)

Investors in People kitemark

***Ron Leighton** (Newham North East) asked the Secretary of State for Employment how many companies have been awarded the Investors in People kitemark; and what percentage this represents of the companies eligible.*

Patrick McLoughlin: By 7 May 1992, 50 organisations have been recognised as Investors in People. This achievement reflects the demanding nature of the national Standard. This is a small percentage in these early days of the initiative as it is open to all employing organisations to commit themselves to work towards achieving the Standard.

(May 11)

48-hour working week

***Robert Jones** (West Hertfordshire) asked the Secretary of State for Employment what was the outcome of the meeting of the Labour and Social Affairs Council held in Luxembourg on 30 April; and if she will make a statement.*

Gillian Shephard: The Council held its second full discussion of the draft directive on the organisation of working time.

I emphasised the very damaging effects of the proposal on competitiveness, costs and take-home pay. Significant progress was made. The Council did not take a vote; there was general agreement that it was for each member state to decide whether to designate Sunday as a standard day of rest; and there was substantial support for the view that it should be possible to derogate from the directive through collective agreements in a way appropriate to the local and decentralised bargaining arrangements that apply in the United Kingdom.

On the 48-hour maximum working week, I again set out the severe difficulties which would flow from the present text. I made it clear that the Government was only prepared to see reference to 48 hours in the text of the Directive if solutions were found to the UK's major problems with the proposal.

The Portuguese President of the Council said that the working time directive would also be on the agenda of the next scheduled Labour and Social Affairs Council on 24 June.

A number of other proposals were agreed. The Council unanimously agreed a health and safety directive relevant to extractive industries, and also a directive to update the existing 1975 directive on collective redundancies. Two measures were adopted which will assist freedom of movement for workers within the Community: amendments were approved to regulations on social security for migrant workers and to the SEDOC system of notifying vacancies throughout the Community. Amendments were also agreed to the laws, regulations and administrative provisions relating to the classification, packaging and labelling of dangerous substances.

Following this meeting of the Council, of the 38 proposals put forward so far under the EC Social Action Programme, 21 have already been agreed by the Council or, where appropriate, the Commission.

(May 13)

ES targets

***Clare Short** (Birmingham, Ladywood) asked the Secretary of State for Employment what progress the Employment Service made in meeting the targets outlined in the 1991–92 agency agreement; and if she will show for the latest possible date the (a) total unemployed job placings and variance from target, (b) long-term unemployed job placings and variance from target, (c) people with disabilities job placings and variance from target, (d) inner-city job placings and variance from target, (e) number of claims not pursued following initial contact and variance from profiled annual reference level, (f) number of claimants moved from unemployment benefit to another benefit and variance from annual reference level and (g) number of people who withdrew their claim to benefit after contact with fraud investigators and variance from annual reference level.*

Patrick McLoughlin: I am informed by the Chief Executive of the Employment Service that in the period April to December 1991, the Employment Service placed a total of 1,020,100 unemployed people into jobs, within one per cent of the profiled target. 17·8 per cent of these placings were long-term claimants, 2·4 per cent were people with disabilities and 34 per cent were unemployed people in inner cities against annual targets of 16 per cent, 2·4 per cent and 34 per cent respectively.

Over the same period 416,950 claims were not pursued following initial contact, 18 per cent above the profiled reference level. The number of people who withdrew their claim to benefit after contact with fraud investigators was on target at 35,950. The number of claimants helped to move from unemployed benefits to a more appropriate benefit is not a reference level under the Annual Performance Agreement for 1991/92.

(May 19)

Learning difficulties

***Alfred Morris** (Manchester, Wythenshawe) asked the Secretary of State for Employment what responsibilities TECs have for training people with learning difficulties; and what steps she is taking to ensure they fully meet these responsibilities.*

Patrick McLoughlin: TECs are obliged through their contracts with the Department to ensure that suitable high quality training is available for all trainees with special training needs. This includes people with learning difficulties. TECs' performance against their plans is regularly monitored by officials.

(May 19)

EAS eligibility

***Clare Short** (Birmingham, Ladywood) asked the Secretary of State for Employment if claimants who are receiving disability benefits, or a disability premium with their income support, are eligible to take up a place on the Enterprise Allowance Scheme; what disability beneifts they can retain while they are on the allowance and trying to start a small business; and if she will make a statement.*

Patrick McLoughlin: Claimants who are receiving disability benefits or a disability premium with their income support are eligible to take up a place on EAS, provided they meet the local entry criteria. People receiving an Enterprise Allowance are entitled to the full range of in-work disability benefits in the same way as anybody else who is employed or self-employed.

(May 19)

TEC chief executives

***Clare Short** (Birmingham, Ladywood) asked the Secretary of State for Employment how many TEC and LEC chief executives are in post; how many are male or female or from an ethnic minority background; how many have resigned since their TEC or LEC became operational; what information she has on the employment backgrounds of the chief executives, including the numbers who have retained their Civil Service status; and if she will make a statement.*

Patrick McLoughlin: Of the 82 Training and Enterprise Councils (TECs) in England and Wales, 81 have a chief executive or acting chief executive in post. One is in the process of being filled. Of these, 69 are men and 12 are women. Information on the ethnic origin of TEC chief executives is not available. Since individual TECs became operational, seven of them have had a change in chief executive. Information on the employment background of chief executives is not held centrally, but 45 are civil servants.

Information about LECs in Scotland is the responsibility of my rt hon. Friend, the Secretary of State for Scotland.

(May 19)

TEC directors

Clare Short *(Birmingham, Ladywood) asked the Secretary of State for Employment what are the numbers of male and female directors of training and enterprise councils; how many are from ethnic minority backgrounds; how many directors are from the private sector; from which industrial sectors they come; and of to non-private sector directors, how many are from (a) local authorities, (b) local education authorities, (c) other educational organisations, (d) trade unions, (e) voluntary organisations, (f) ethnic minority organisations, (g) employers' associations and (h) others.*

Patrick McLoughlin: The information available is shown in the following table. Information on the industrial sector background of directors from the private sector is not held centrally.

	Category	Number of directors
(i)	Men	1,018
(ii)	Women	122
(iii)	Ethnic minority background*	40
(iv)	Private sector	799
(v)	Non-private directors of which from:	341
	(a) Local authorities	98
	(b) Local education authorities (not included in (a))	51
	(c) Other educational organisations	28
	(d) Trade unions	61
	(e) Voluntary organisations	43
	(f) Ethnic minority organisations	4
	(g) Employer associations	10
	(h) Others	46

* Based on information collected in June/July 1991: 12 directors preferred not to state their ethnic origin.

(May 19)

TVEI funding

Derek Fatchett *(Leeds Central) asked the Secretary of State for Employment if she will set out the funding for the Technical and Vocational Educational Initiative for 1990–91, 1991–92 and 1992–93 at 1991 prices.*

Patrick McLoughlin: The information is as follows:

	(£ million)
1990–91	143·5
1991–92	154·5
1992–93	137·9

(May 20)

Action for women

Angela Knight *(Erewash) asked the Secretary of State for Employment if she will make a statement about how she intends to fulfil her responsibility for co-ordinating Government action on issues of particular concern to women.*

Gillian Shephard: I have today set up a small high level working group to advise me on some of the issues relevant to women's opportunities, both in the workplace and beyond, and to raise their public profile. The group who will report to me in a personal capacity, have a wealth of varied knowledge and experience. The group will supplement the work of the new Ministerial Sub-Committee on Women's Issues announced yesterday by the Chancellor of the Duchy of Lancaster, which I shall chair, and the work of the Women's National Commission which will continue to represent the concerns of women to the Government. I consider it important to have the views of all sections of society in order to develop effective policies on the range of matters that are important to women in their daily lives.

The machinery now in place will also carry forward the work of the Advisory Committee on Women's Employment which will not be reconstituted.

(May 20)

Sunday trading hours

Alex Carlile *(Montgomery) asked the Secretary of State for Employment what assessment has been made of the effect of de-regulation of Sunday trading hours on shopworkers' rights to attend places of worship, and to spend Sundays with their families.*

Patrick McLoughlin: The Government has made clear its commitment to reform the Sunday trading laws and intends to honour this as soon as the question of the compatibility of the current law with European law is clear. The decision of the European Court of Justice, which is considering this matter, is expected in the autumn.

The position of shopworkers will, of course, be one of a number of issues to be taken into account when we consider how best to go forward on Sunday trading as a whole.

(May 22)

Childcare provision

Lady Olga Maitland *(Sutton and Cheam) asked the Secretary of State for Employment how and when she proposes to introduce the grant for after-school childcare; and if she will make a statement.*

Patrick McLoughlin: The Government sees out of school childcare as being particularly important to working mothers and has made a commitment to introduce a grant to be paid through TECs, to help set up out of school provision. A number of key issues have to be decided. My rt hon Friend, the Secretary of State intends to discuss these with the Women's Issues working group, which she announced on 21 May. It is important that the provision is of good quality and meets the needs of both parents and children. We intend to introduce the grant as quickly as is consistent with that requirement.

(May 22

NEWS RELEASES AND PICTURES

from your organisation should be addressed to

The News Editor Employment Gazette Department of Employment
Caxton House Tothill Street London SW1H 9NF

Technological change and labour relations

IN 1987-88 the International Labour Office conducted a study into the interaction of technological change and labour relations. It examined the situation in six industrialised market economy countries - Germany, Italy, Japan, Sweden, the UK and the United States.

The findings of the study are now presented in a book, *Technological Change and Labour Relations*, which focuses on the introduction of microelectronics technology in three industries - machinery manufacture, printing, and banking.

Its six case studies, including two from the UK (a regional newspaper and a national clearing bank):

- examine the extent to which workers and their representatives participated in managerial decision-making concerning the change;
- evaluate the consequences for the workforce; and
- analyse the effect of the new technology on labour relations in the firm.

The study shows that throughout the introduction of technological change there was greater continuity and stability in labour relations systems providing for problem-solving through workers' participation than in those relying on the establishment and application of standards, e.g. collective bargaining and grievance procedures. It also highlights the importance of flexible and broadly defined work organisation in ensuring that the former participative systems of labour relations continue to operate.

● *Technological Change and Labour Relations* by Muneto Ozaki et al. Available from International Labour Office, Vincent House, Vincent Square, London SW1P 2NB, tel 071-828 6401. Price £13.20 pbk.

Joanna Pisani, 27, an electrical and control engineer with BP.

Engineering a break

DON'T WASTE your investment in women - the 'other half' of Britain's brainpower. By developing career break policies to enable women to combine career and family, companies can help overcome skills shortages and gain the cutting edge.

That's the message behind a new video produced by The Engineering Council and sponsored by the Employment Department.

The 15-minute video outlines the reasons why employers, in both their own and women's interests, should provide career break opportunities for women in the industry.

Women engineers and technicians tell of their experience before, during, and after a career break. Companies taking positive action are featured and leading figures in British industry point to the benefits. As Denis Filer, director general of The Engineering Council says: "Employers who have developed successful career break schemes have found that they have benefited by becoming more competent and competitive."

While the video is aimed at engineering firms, the theme of greater flexibility to attract and retain women employees is applicable to a much wider audience of organisations in both the public and private sector.

● *The Other Half* Available either on free loan for one month or for sale at £7.75 from The Engineering Council, 10 Maltravers Street, London WC2R 3ER, tel 071-240 7891.

Manager matters

MANAGERS AND employers seeking a single volume, comprehensive guide to management practice may well find the latest edition of *The Gower Handbook of Management* a useful addition to their shelves.

All aspects of management activity are covered, for example, principles, policy and organisation; financial; marketing and sales; research development and design; purchasing; production and administration; human resource management; and the skills of management.

● *The Gower Handbook of Management* 3rd ed, edited by Dennis Lock. Published by Gower Publishing, Gower House, Croft Road, Aldershot, Hants GU11 3HR, tel 0252 331551. Price £50 hbk.

Scottish enterprise

THE NUMBER of new business starts in Scotland is still growing as is the interest in small business and enterprise as a means of achieving economic and social objectives for the individual, the local community, and the national economy. A range of organisations are working to encourage the development of enterprise and the small business.

The latest edition of *The Enterprise Directory* contains information and contact addresses of over 350 such training and advice services available to small businesses north of the Border.

The directory is designed as a reference source for those wishing to find their way around this field, notably careers services, jobcentres, enterprise trusts and anyone involved in advice or training for enterprise in Scotland.

● *The Enterprise Directory* 5th ed. Available from the Small Business Resource Centre, Scottish Enterprise Foundation, University of Stirling, Stirling FK9 4LA, tel 0786 67355. Price £18.50 pbk.

Employment Department Free leaflets

The following is a list of leaflets published by the Employment Department. Though some of the more specialised titles are not stocked by local offices, most are available in small quantities, free of charge, from jobcentres, employment offices, unemployment benefit offices and regional offices of the Employment Department.

In cases of difficulty or for bulk supplies, orders should be sent to **Dept IB, ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD.**

Note: This list does not include the publications of the Training, Enterprise and Education Directorate (TEED) or the Employment Service, nor does it include any priced publications of the Employment Department.

General information

Employment and Training Services for you
Details of the extensive range of ED employment and training programmes and business help — EMPL45

Employment legislation

Written statement of main terms and conditions of employment — PL700

Redundancy consultation and notification — PL833 (3rd rev)

Employee's rights on insolvency of employer — PL718 (4th rev)

Employment rights for the expectant mother — PL710 (2nd rev)

Suspension on medical grounds under health and safety regulations — PL705 (2nd rev)

Facing redundancy? Time off for job hunting or to arrange training — PL703

Union membership and non-membership rights — PL871 (Rev 1)

Itemized pay statement — PL704 (1st rev)

Guarantee payments — PL724 (3rd rev)

Employment rights on the transfer of an undertaking — PL699 (2nd rev)

Rules governing continuous employment and a week's pay — PL711

Time off for public duties — PL702

Unfairly dismissed? — PL712 (5th rev)

Rights of notice and reasons for dismissal — PL707 (2nd rev)

Redundancy payments — PL808

Limits on payments — PL827

Unjustifiable discipline by a trade union — PL865

Trade union executive elections — PL866 (REV 1)

Trade union funds and accounting records — PL868 (REV 1)

Trade union political funds — PL868 (REV 1)

A guide to the Trade Union Act 1984 — PL752

The Employment Act 1988
A guide to its industrial relations and trade union law provisions — PL854

The Employment Act 1990 —
A guide to its industrial relations and trade union law provisions — PL907

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A new, combined series has now been introduced. Featured right are four of the final publications in the old series, and the first in the new ED Research Series (under the title RES).

RP 86: Recruitment in Local Labour Markets: Employer and Employee Perspectives

P Elias and M White, Institute for Employment Research, University of Warwick and Policy Studies Institute, London.

● This study uses information from surveys of employers and the work histories of their employees to investigate variations in recruitment methods and the incidence of recruitment difficulties in six localities, selected to provide contrasting labour markets. In particular, it examines the role of qualifications in the recruitment process and the relationship between the experience of recruitment difficulties and the provision of training, and the effect of the changing demographic structure of employment on recruitment behaviour.

RP 88: Human Resource Development in Small to Medium Sized Enterprises

C Hendry, A Jones, M Arthur and A Pettigrew, Centre for Corporate Strategy and Change, Warwick Business School, University of Warwick.

● This report presents the findings of a study on skill needs, training and developments in small to medium-sized enterprises (SMEs). This study sought to identify those things which cause SMEs to give attention to training and development. The report is empirically based (through 20 case studies), analytic, and aims to inform TECs and LECs how they can best help smaller firms.

RP 89: Ethnic Monitoring Policy and Practice: A Study of Employers' Experiences

N Jewson, D Mason, C Lambkin, and F Taylor, Ethnic Minority Employment Research Centre, University of Leicester.

● The aim of this research was to identify and evaluate the best practice in respect of monitoring, including the identification and evaluation of benefits perceived by monitoring organisations, and the reasons for its introduction within these organisations. The report comprises two parts: part 1 compares the different methodologies and principles of the respondents and underlines some of the general lessons, and part 2 presents case studies of the 22 participating organisations.

RP 91: Working Choices: South Asian Young Muslim Women and the Labour Market

A Brah and S Shaw, Centre for Extra-Mural Studies, Birkbeck College, University of London.

● This report is based on a one year study of the nature and range of factors that may impede the full labour market participation of young Muslim women of South Asian descent. The primary aim of the investigation was to try and identify some of the major factors that influence the labour market participation of young Muslim women, and to document their perceptions and experiences of the processes leading to or involving paid work.

RES 1: Measure for Measure: A Comparative Analysis of Measures to Combat Racial Discrimination in the Member States of the European Community

I Forbes and G Mead, Equal Opportunities Studies Group, University of Southampton.

● This analysis of measures to combat racial discrimination in employment in the member countries of the European Community provides an informed and critical overview of the law, policies, and practices as they relate to discrimination on the basis of colour, with particular regard to the free movement of labour after 1992 and the conditions that will face a worker who forms part of the visible minority in the European employment market.

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